OFFICE OF WAR INFORMATION

WASHINGTON

August 28, 1943

Dear Editor:

As we have previously informed you, the national campaign on WOMANPOWER starts in September. It is to be of an educational nature, explaining why more women must take jobs, why the need is local rather than national, and what kind of jobs there are. There will also be intensive local drives where and as needed by the War Manpower Commission.

It is estimated that between now and next July, at least 1,400,000 additional workers must be found if we are to meet minimum requirements of the armed services and civilian economy. Close to one million of these new workers will have to be women. These are net requirements. If the current movement of women quitting their jobs to return to their homes continues to be high, far more than a million women will have to be recruited.

Though there is a continuing need for women in direct war production, a very great need also exists in the civilian trades and services .. jobs which are unattractive and hard to fill. Stores, restaurants, offices, laundries, hospitals, child-care centers, bus and street car lines, banks, public utilities, railroads -- they all provide necessary services for war workers and must be kept functioning. Unfortunately these jobs are not only far from the battle front and ordinary, but many are jobs which have always offered the lowest pay and poorest working conditions. They will have to be glorified as a patriotic war service if women are to be persuaded to take them.

The highly localized nature of the problem makes necessary close cooperation with your area War Manpower officials and your local U. S. E. S. The one thing which must be avoided is the movement of women from outside to inside local labor shortage areas, because of the already crowded conditions of these areas. Women now living in the labor shortage areas must be the ones to take these jobs.

Two other problems face this campaign. One is to arouse community action so that the home burdens of these women can be lightened .. by providing proper child-care facilities, adjusting hours of shopping, banking, dental and medical care and improving transportation.

The second is to overcome the reluctance of many employers to hire women either because they think women cannot do the work or because they fear that introduction of women will be difficult and expensive. Many employers who hire women find they cannot keep them or make most efficient use of them because of their own failure to make the adjustments which are necessary if large scale induction of women is to be successful. Yet many of the "adjustments" employers are asked to make for women -- proper rest rooms, locker space, first-aid, adequate lighting and temperature control, time and facilities for hot nourishing food, proper safety equipment -- mean merely providing the conditions under which men have always worked most efficiently.

Certain other factors hinder the recruitment of women. Many of the personal objections and fears of women who have never worked before are groundless and can be overcome by proper publicity. They include such things as: (1) worry about husband's draft status if she takes a job; (2) lack of knowledge of how to look for a job; (3) no financial incentive for working; (4) worry lest one's social status will suffer; (5) fears about inexperience; (6) fear the work will be too hard; (7) husband's objections. Answers to these objections are found in "Answers to Questions Women Ask About War Work", obtained on request from Regional WMC offices.

X-19632

Stocking Salvage — (NOT FOR RELEASE UNTIL SEPT. 1.) Collections of discarded silk and nylon hosiery are to be discontinued on September 30. Since little or no silk or nylon hosiery has been manufactured for the past several months. collections, if continued, could be expected to reach the vanishing point in the near future. Since the beginning of collections, contributions of 2,300,307 pounds of hosiery have been made .. approximately 46 million pairs.

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Third War Loan — Surveys show that during the Second War Loan last April, only a little more than half the urban dwellers and slightly more than two-fifths the farm population knew of the Loan as a specific national or local drive. It was considered merely an increase of general publicity on buying Bonds. Unless the country recognizes this Third War Loan, starting Sept. 9, as a specific drive to raise a specific amount (15 billion) in a specific time (about three weeks), there is an even chance that it may fail. Failure would be a terrific blow to the morale of our Armed Forces.

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Tin Can Salvage — An old story? Yes — but a new problem. Present collections are only about ½ the monthly goal set for 1943. Around 200,000 cans are being collected each month .. 2,400,000 a year. But needed are 4,800,000. It is estimated that two cans of every three which could be salvaged are thrown away.

Women may fail to understand that just because they don't hear a lot about tin can salvage, it doesn't mean they're no longer needed. This salvage must be continuous.

Here's what should be known about tin can salvage now. (1) All cans should be thoroughly washed, labels removed and the cans flattened. (2) Though preferable to have ends removed, it is permissable to cut part way round and tuck in the ends before flattening the can. (3) Over five times more cans may be shipped in an equal space when so prepared.

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ODT Field Offices — Office of Defense Transportation has opened five new field offices where information is available to newspapers. These are as follows: NEW YORK CITY (covering New York and New England), John MacDonald, Room 1505, 220 East 42 St.; ATLANTA (covering the South), Willard Cope, 1021 Chandler Bldg.; CHICAGO (covering east to Pittsburgh, south to Louisville, west to Des Moines and Minneapolis, north to Duluth), William M. Augsberger, Room 576, 209 S. Wells St.; KANSAS CITY (covering the Southwest, including the Dallas area), Daniel Kelliher, 2802 Fidelity Bldg.; SAN FRANCISCO (covering east as far as Denver, north as far as Seattle), John W. Ross, 1355 Market St.

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Conservation Programs — (RESTRICTED: for your information only; NOT for publication.) Two conservation programs are now in the process of preparation. One is a furtherance of Donald Nelson's already announced 6-point plan for the conservation of textiles and textile products and will be of primary interest to fashion and household editors of Women's Pages.

The other concerns seven utilities and will be addressed to both domestic and commercial users of the following items: coal, petroleum products, transportation, communications, gas, water and electricity. Purpose of the program is not only to make direct savings of critical resources, but also to effect indirect savings of manpower, material, equipment and the fuel necessary to produce these items. Since coal, petroleum, and transportation are already full-fledged conservation programs, and since the telephone companies are themselves engaged in stressing the need for conservation of communication facilities, the weight of this program will fall on gas, water and electricity. Full details will be sent you in the very near future.

Sincerely yours,

Hazel Howard

Hazel Howard
Women's Unit
News Bureau

X-19632

For Release to Morning Newspapers
Monday, August 23, 1943

letter to BDV

MISS MARGARET A. HICKEY, CHAIRMAN WOMEN'S ADVISORY COMMITTEE, WAR MANPOWER COMMISSION, ADDRESSES NATIONAL ASSOCIATION OF WOMEN LAWYERS AT ANNUAL DINNER, KNICKERBOCKER HOTEL, CHICAGO, ILLINOIS, SUNDAY, AUGUST 22, 1943

Excerpts From Address

"Not every woman can or should work in a war factory, nor can every woman, who would like to, join the uniformed services. There are many other essential tasks--homely, unglamorous jobs with very little thrill content. No job that needs to be done is unimportant; nothing is menial that brings victory closer."

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"In time of war patriotism is not enough. We must fill our waking moments with vital, worthy, wartime tasks so that the months and years of combat will be shortened and lives saved. No American boy or his comrades in arms must ever lack food, ammunition, or nursing care because some American woman was unwilling to work with her hands, her head, and her heart. In their wartime role, American women must be willing to give up 'every selfish, comfortable habit, every luxurious impulse, every act, word, or deed that retards the march to victory.'"

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"There are by this time no manpower problems which do not involve the recruitment, training, and placement of women in the increasingly critical theatre of activity. By early 1942, the supply of men workers in a number of war production centers was already nearing the exhaustion point. Therefore, notonly the recruitment of women for those activities in which they had been customarily employed, but their induction into industries and occupations from which they had been traditionally barred, became an urgent necessity.

"Women are today, and will be for the duration, our largest single labor resource. It is expected that by the end of this year the war effort will require the employment of approximately 17 and one-half million women. Since nearly all the new women employees must be drawn from those not normally in the labor market, the trend must be toward recruitment of women who have retired and women who have never worked outside the home."

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"During the past year, impediments to the employment of women are shown to have rapidly diminished. Since community facilities in many areas were already taxed beyond capacity, in-migration of workers was discouraged. And as the supply of men workers dwindled, women formed the only sizeable labor reserve from which demand for workers in war production and civilian activities could be filled. Further impetus was given the employment of women, however, by their successful performance in a wide variety of occupations. In some plants, certain industrial processes were so revised as to screen out undesirable elements of jobs otherwise suitable to women. Training programs, especially on-the-job training, have further hastened the integration process.

"The munitions industries especially have been fertile ground for growth in employment of women. Large and increasing proportions of women have been employed in the production of the lighter ordnance and rubber products, scientific instruments, industrial electrical supplies, and communications equipment. Over the past year, aircraft firms and the iron and steel and machinery industries have evidenced substantial increases in the ratio of women workers. One of the last industries to relax hiring specifications to permit acceptance of women was shipbuilding, and now even in this 'man's" stronghold the bars are coming down."

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"It is important to keep in mind that at present there are no reserves of unemployed persons in most of the needed semi-skilled, skilled, and professional classifications. Training, therefore, becomes the most important tool. Unused skills that have suffered enforced idleness must be discovered, reclaimed. A real inventory of skills of those now employed with an adequate training program to refresh, strengthen and add new skills will do much to meet new demands."

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"The problem of utilization of women in the war effort has shifted largely from one of convincing employers to one of overcoming women's reluctance or inertia to taking wartime employment. However, it was pointed out at the last meeting of the Women's Advisory Committee that individual instances of continued refusal on the part of employers must still be coped with. Moreover, the general reluctance of employers to utilize older women remains serious.

"Employer experience with older workers (both men and women) has indicated that even where their productivity per unit of time has been relatively lower than that of younger workers, there have been other fully compensating factors. These are judgment, carefulness, concentration, patience, experience -- factors which pay dividends in quality of product, salvage from waste and rejects, and often in long-run output."

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"Although women desire to do their part, it will nevertheless require intensive application of the existing programs and procedures to recruit the additional workers needed for the war effort.

"Just as important as the recruitment of women is the need for keeping in the labor market those who are induced to enter. Further essentials are daily regularity and hourly steadiness on the job.

"At this point I wish to register another argument in favor of the older worker. It has been shown that while absenteeism on account of illness is generally higher for older workers, absences for other causes are much less frequent than for other workers, probably due to greater concern over job retention and a greater feeling of job responsibility. Turnover rates among older workers are usually lower than for younger workers. Older workers are generally more settled and do less shopping around."

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"In order to meet our labor requirements for the coming year, management, labor and government must work together in the immediate solution of certain grave problems that have been too long neglected. Far more effective utilization must be made of the millions of women already employed. Experienced women workers must be upgraded to the practice of their higher skills. And inexperienced women workers must be trained. Conditions which contribute to absenteeism and wasteful turnover must be improved."

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"The adequacy or inadequacy of safety, medical, eating, recreation and other in-plant facilities has a direct bearing not only on the recruitment and retention of women workers, but on the quality of performance and quantity of production on the job.

"Among the most conspicuous out-plant conditions which at present militate against the most effective mobilization and utilization of women workers are unsatisfactory housing, overburdened transportation facilities, shortage of medical services, inadequate provision for the day or night care of preschool children or for the supervision of school-age children before and after school.

"In the interests of the war effort, the provision of community facilities and services on a much wider scale is an immediate and impelling necessity."

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"The Women's Advisory Committee is vitally interested in the problem of post-war employment of women. A standing sub-committee has been appointed to give consideration NOW to employment problems that are bound to arise as soon as the last bomb is dropped. The work of the sub-committee starts with the premise that government and industry must not assume that all women can be treated as a reserve group for war employment only, or that women who wish to remain in the labor force after the war is over can be accused of usurping men's jobs. The Women's Advisory Committee is in full accord with the expressed conviction of the National Resources Planning Board and other agencies that there should be full employment for all employables."

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"Perhaps in no other great xxx major area of employment are the needs for more effective utilization of women more evident than in the war service occupations of the Federal government.

"The proportion of all government positions filled by women increased from 15 percent in 1933 to an estimated 24 percent in December 1942, before the replacement problems had begun to loom as large as they now do.

"Today, some 152,000 women are in Federal jobs in Washington. Some 891,000 women are at work in the field. But while the employment of women in government has increased greatly, this employment has been largely in the lower brackets. Of the women placed in government service the first week of December 1942, more than three-fourths were assigned to jobs paying $1440 or less.

"Women in government service today man the production line in arsenals and ordnance depots; in navy yards and air stations of the Navy Department. They test textiles that are to withstand the elements and give better service to military clothing and equipment; they conduct experiments in foodstuff preservation and nutritive values. In an infinite variety of capacities they serve with the WACS, WAVES, SPARS, MARINES. And there are, of course, women in government service performing a multiplicity of services, calling for more or less highly specialized skills.

"These women may symbolize the breaking-down of the old barriers. But during wartime some of the stumbling blocks to women's progress are always rolled away. Many more are being rolled away during this than in any previous war. But when ~~it~~ the day of victory comes, what then? It's true that we may have more workers than needed. But if so, let's make certain that the weeding-out process takes place on the basis of ability rather than sex - that job casualties are the result of inefficiency and not discrimination."

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OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

For Immediate Release
Tuesday, August 17, 1943

PM-4433

The War Manpower Commission today reissued its list of essential activities, including the amendments that have been made from time to time.

In some cases slight variations in phraseology appear which aid in interpreting the list but do not represent any basic change of content. There are no changes except those which have been previously communicated to the industries affected and they have appeared from time to time as amendments to the original list.

Revision of Regulation 4 necessitated relisting in the Federal Register.

Following is the text of the list, with additions and material revisions indicated by capital letters. Deletions are listed at the end of the revised Regulation.

WAR MANPOWER COMMISSION

[General Order No. 17]

LIST OF ESSENTIAL ACTIVITIES

By virtue of the authority vested in me as Chairman of the War Manpower Commission by Executive Orders Nos. 9139 and 9279, I hereby designate the following activities as essential activities and as included in and constituting the List of Essential Activities.

1. Production of Aircraft and Parts: The production, maintenance and repair of aircraft; gliders; parachutes; dirigibles; balloons; aircraft engines; aircraft parts; pontoons; propellers; and similar products.

2. Production of Ships, Boats and Parts: The production, maintenance and repair of ships, boats, ship and boat parts and equipment.

3. Production of Ordnance and Accessories: The production, maintenance and repair of firearms, guns, howitzers, mortars; gun turrets and mounts; tanks; sighting and fire-control equipment; torpedo tubes; and similar products.

4. Production of Ammunition: The production of bombs, mines, torpedoes, grenades, chemical warfare projectiles, explosives, fuses, pyrotechnics, as well as products such as glycerin which go into the manufacture of ammunition.

(over)

5. Agriculture and Commercial Fishing: (a) Agriculture : Livestock and livestock products, including beef cattle, dairy cattle, hogs, poultry, sheep and goats; fiber, oil crops, and potatoes, including castor beans, American-Egyptian, Sea Island and Upland cotton, flaxseed and soybeans, hemp, peanuts, Irish potatoes and sweet potatoes; field crops, including barley, dry field peas, oats, rye, wheat, alfalfa hay, alfalfa hay seed, cover crop seed, broomcorn, corn for grain and silage, dry edible beans, green peas for processing, rice, sweet corn, hybrid seed corn, grain sorghum, tame hay and seed, wild or native hay; pineapples; tree fruits, small fruits and berries; medicinal, insecticide and rubber plants; vegetables for fresh consumption and processing; vegetable plants and seeds; other food and special crops, including honey, tree nuts, sugar cane for sugar and syrup, sugar beets, sugar beet seed, sorghum and sorgo syrup, and tobacco.

(b) Agricultural Services and Commercial Fishing: Agricultural, horticultural, and animal husbandry services such as: commercial POULTRY hatcheries, seed processing, animal breeding, crop disease protection services, initial processing services such as ginning, compressing, threshing, cleaning, shelling and curing, irrigation services, farm repair and maintenance services, farm product assembly services, all of which are performed on a substantially year round basis to essential activities related to essential crops and livestock enterprises indicated in local Board Release No. 175; GRIST MILLING (custom); ICE HARVESTING; commerical fishing.

6. Processing of Food: Meat-packing and slaughtering (including poultry); production of dairy products; eggs; fish and nuts; fruits and vegetables and their juices; soups; flour and other grain mill products; prepared feeds for animals and fowls; starch, cereals, rice; bread and other bakery products; sugar; leavening compounds; corn syrup; fats and oils; ICE. Includes dried, PRESERVED, dehydrated, frozen, CANNED, and other special-processed foods.

7. Forestry, Logging and Lumbering: Timber tracts and logging camps, CUTTING OF PULPWOOD, sawmills, veneer, cooperage-stock planing, and plywood mills, raising of tung oil trees; fire prevention, pest control; forest nurseries and reforestation services; gathering of gums and barks for the manufacture of naval stores and medicinal purposes.

8. Construction: Highway and street construction; marine construction; construction of approved industrial plants, houses, hospitals, and military projects; repair of such facilities; and services necessary to complete such construction.

9. Coal Mining: The mining of anthracite, bituminous, and semianthracite coal; lignite, and peat, and the operation of breakers or preparation plants. Includes also removing overburden and other such activities preparatory to coal mining operations.

10. Metal Mining: The mining of iron, copper, TIN, lead, zinc, aluminum, mercury, manganese, chromium, molybdenum, tungsten, vanadium and similar ores, and the dressing of such ores. Includes also removing overburden, sinking shafts, and other such activities preparatory to metal-mining operations.

11. Nonmetallic Mining and Processing and Quarrying: The mining, processin or quarrying of salt, GYPSUM, phosphate rock, sulphur, potash, asbestos, graphite pyrites, graphite, borates and other salines, fluorspar, mica, talc, abrasive sands, calcite, and similar essential products.

12. Smelting, Refining and Rolling of Metal: Scrap Salvage: Primary and secondary, smelting and refining, alloying, rollings, and drawing of iron, steel, copper, lead, zinc, magnesium, aluminum, brass, bronze, nickel, tin, cadmium, ferro-alloys, and any other metals used in the production of war materials; and scrap salvage.

13. Production of Metal Shapes and Forgings: The manufacture of castings, die castings, forgings, wire, nails, chains, anchors, axles, pipe, springs, screws, bolts, tubing, stampings, pressings, structural shapes, and machined parts.

14. Finishing of Metal Products: Enameling, japanning, lacquering, painting, plating, galvanizing, ALUMINUM COATING, POLISHING, RUSTPROOFING OF METAL PRODUCTS: SHERARDIZING, RETINNING OF CANS AND UTENSILS.

15. Production of Industrial and Agricultural Equipment: Power boilers, wiring devices and supplies; agricultural implements; electric lamps; storage and primary batteries; pumps, compressors, and pumping equipment; recording, controlling and measuring instruments and meters; conveyors, industrial cars and trucks; blowers, exhaust and ventilating fans; mechanical power-transmission equipment such as clutches, drives and shafts; mechanical stokers; tools, files, and saws; plumbers' supplies; professional and scientific instruments, photographing apparatus, and optical instruments; and all equipment necessary to operate plants producing essential commodities.

16. Production of Machinery: Engines and turbines; metal-working machinery and equipment; electrical generating, distribution and industrial apparatus for electric public utility, manufacturing, mining, transportation and construction use, for use in manufactured products or in service industries; construction, mining, agricultural, oil field, smelting and refining machinery, as well as all machinery necessary to produce, equip and maintain aircraft, ships, ordnance, and other military equipment.

17. Production of Chemicals and Allied Products and Essential Derivatives Thereof: Glycerin, turpentine, rosin and other naval stores; wood tars, oils, acids, and alcohols; plasticizers; lubricating oils and greases; animal and vegetable oils; fertilizers; tanning materials; chemical pulp; salt; synthetic rubber; coal-tar products; plastics; compressed and liquefied gases; refined sulphur; acids; caustic and other sodas; alcohols; electrochemical and electrometallurgical products such as carbide, sodium and potassium metals and high-percentage ferro-alloys; drugs and medicines; insecticides and related chemical compounds; synthetic textile fibers; grease and tallow. (Explosives, flares, and other fireworks, generally classified as chemical products, are included with ammunition.) PAINTS AND PROTECTIVE COATINGS FOR MILITARY, NAVAL, AND MARINE MATERIALS, SHIPS AND EQUIPMENT, FOR AGRICULTURAL AND INDUSTRIAL MATERIAL AND EQUIPMENT, FOR CONTAINER LININGS AND ELECTRICAL INSULATION; PROTECTIVE COATINGS FOR TEXTILES; DISTILLATION OF GUMS AND SAPS.

18. Production of Rubber Products: All rubber products.

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(Over)

19. Production of Leather Products: The production of shoe and belting leather; industrial belting for transmission of power; saddlery, harness, and accessories; MILITARY AND RATIONED boots and shoes; gloves for military and INDUSTRIAL use; LEATHER GARMENTS.

20. Production of Textiles: PRODUCTION OF TEXTILES INCLUDING THE PROCESSING, MANUFACTURING, BLEACHING, DYEING, PRINTING, AND OTHER FINISHING OF TEXTILE CORDAGE, FABRICS (EXCLUDING FANCY FABRICS SUCH AS BROCADES, CHIFFONS DAMASKS, LACES, VELVET, ETC.), FIBERS, NETS, ROPE, TWINE, YARNS, MADE OF OR USING ANY OF THE FOLLOWING MATERIALS: ANIMAL HAIR (OTHER THAN WOOL) SUCH AS BRISTLES, ALPACA, ETC.; ASBESTOS, COTTON, FIBROUS GLASS, FLAX, HEMP, HENEQUEN, JUTE, KAPOK, MANILA, NYLON, RAYON, RUBBER, SILK, SISAL, SHEARLINGS, WASTE (PROCESSED), WOOL, OTHER SYNTHETIC FILAMENTS OR FIBERS.

21. Production of Apparel: Apparel for the armed forces; work clothing; SNOWSHOES.

22. Production of Stone, Clay and Glass Products: Scientific and industrial glass products; sand-lime, fire-brick and other heat-resisting clay products; CHEMICAL lime; abrasive wheels, stones, paper, cloth and related products; asbestos products including steam and other packing, pipe and boiler covering; crucibles and retorts; GYPSUM BOARD; MINERAL WOOL (FOR INSULATION); porcelain electrical supplies; as well as parts of military apparatus.

23. Production of Petroleum, Natural-Gas and Petroleum and Coal Products: Drilling, rig-building, and maintenance service operations, and petroleum refining. Includes also production of tar and pitch, coal gas and coke.

24. Production of Finished Lumber Products: Cork products such as life preservers; storage battery boxes; insulating material; cars; matches; crutches; wood preservation activities; BUILDINGS, PORTABLE AND PREFABRICATED; WOOD BASE HARDBOARD. Includes also wooden parts of aircraft, ships, and other military equipment.

25. Production of Transportation Equipment: The production of motor vehicles such as trucks, ambulances, fire engines, busses, and military motorized units; essential parts and accessories of such motor vehicles; motorcycles, bicycles, and parts; locomotives and parts; railroad and street cars, and equipment.

26. Transportation Services: Air transportation; line haul railroad; switching and terminal; railway and air express; freight forwarding; rail inspection; MAINTENANCE AND REPAIR OF RAILROAD EQUIPMENT, BUILDINGS, RIGHT-OF-WAY, AND ROLLING STOCK; local transit, rapid transit, interurban electric railway, and over-the-road bus; offshore and intercoastal water transportation, including shore service such as stevedoring and harbor operations; pipeline transportation; transportation services on the inland waterways, Great Lakes, harbors, bays, sounds, and waters connected with the seas, including shore service such as stevedoring; trucking; warehousing; dry, open and cold storage of essential perishable commodities.

27. Production of Pulp, Paper and Materials for Packing and Shipping Products: (a) Production of the following pulp, paper, paperboard, and converted products: PULP (MADE FROM PULPWOOD AND OTHER SUBSTANCES); THE FOLLOWING TYPES OF PAPER STOCK AND PAPERBOARD: ABSORBENT FOR IMPREGNATION, ASPHALT LAMINATING, BLUEPRINT, BOX BOARD, BUTCHER PAPERS, UNTREATED AND TREATED, CABLE AND ELECTRICAL INSULATION, CARBONIZING, CHART AND MAP (GOVERNMENT), CONDENSER TISSUE, CONTAINER BOARD, DRAFTING, FILTER, FRUIT AND VEGETABLE WRAPPING TISSUE, GASKET, GLASSINE, GREASEPROOF, GUMMING, MANDREL WINDING STOCK, PATTERN TISSUE, PHOTOGRAPHIC AND OTHER SENSITIZED, ROPE AND JUTE, SAFETY BASE STOCK, SANITARY (SANITARY NAPKIN STOCK, TOWELING STOCK, NAPKIN STOCK, TOILET TISSUE STOCK, HOSPITAL WADDING STOCK), SHIPPING SACKS STOCK, TABULATING CARD STOCK, TRACING, TWISTING AND SPINNING, VEGETABLE PARCHMENT, WAXING, WET MACHINE BOARD, WRAPPING (MACHINE FINISHED AND MACHINE GLAZED); THE FOLLOWING CONVERTED PRODUCTS FROM PAPER AND PAPERBOARD: AMMUNITION AND SHELL CASES, CARBON, ENVELOPES USED FOR SHIPPING AND PRESERVING ESSENTIAL PRODUCTS, FIBER DRUMS, GUMMED PAPER TAPE, HOSPITAL WADDING, LAMINATED WATERPROOF AND HEAVY CREPE, LIQUID TIGHT CONTAINERS AND CLOSURES, MANDREL WOUND, MESH CLOTH AND FABRICS, NAPKINS, PAPERBOARD BOXES AND SHIPPING CONTAINERS, SANITARY NAPKINS, SHIPPING SACKS, TOILET TISSUE, TOWELS, TWINE, WAXED, WAXED LAMINATED AND RESIN IMPREGNATED PAPERS FOR FOOD, MUNITIONS, AND INDUSTRIAL WRAPPING.

(b) Production of other materials for shipping and preserving essential products: bagging, jute, meat; bags, textile (except laundry bags); barrels, metal; baskets (Climax, fruit, vegetable); box shooks; boxes (metal, wooden); cable, fiber; cans; cases, packing; containers (glass, metal, wood; caps and closures for such containers); cooperage; cooperage stock (staves, heading, and hoops); cordage; crates; drums (shipping); excelsior; gummed cloth tape; rope; tin cans.

28. Production of Communication Equipment: Radios and radio equipment; radar; telephone, telegraph, cable television, signalling apparatus; ELECTRICAL SOUND EQUIPMENT; VINYLITE TRANSCRIPTIONS; TELAUTOGRAPH.

29. Communication Services: Magazines of general circulation which are devoted primarily to the dissemination of public information; newspapers and news syndicates; military, naval, and technical charts and maps, instructional and technical manuals, and training literature; production of motion pictures (including technical and vocational training films for the Army, Navy, and war production industries); MOTION PICTURE FILM PROCESSING; NEWS REELS; DEVELOPMENT OF SENSITIZED FILM; protective signal systems which supplement fire and police protection to military, public and private industrial and commercial establishments; radio broadcasting; radio communications (radiotelephone and radio-telegraph); CABLE SERVICE (LAND OR SUBMARINE); telegraph; telephone; television.

30. Heating, Power, Water Supply and Illuminating Services: Electric light and power, water and gas utilities; steam-heating services; SEWAGE SYSTEMS; TREE TRIMMING FOR POWER AND COMMUNICATION LINES; WATER-WELL DRILLING

31. Repair Services: Repair of: vehicles, such as bicycles, motor cycles, automobiles, busses, trucks; tires; typewriters and business mach elevators; shoe repairing; SEWING MACHINES; radios; refrigerators; clocks WATCHES; harnesses; tools; stoves; pneumatic tube systems; power laundry equipment; electric appliances and motors, engines, heating equipment; scientific, commercial and industrial weighing machines; farm and oth trial and scientific equipment; WELDING SERVICE; roofing, and electr plumbing and heating installations in domestic, commercial, and ind buildings; BUILDING ALTERATION, MAINTENANCE AND REPAIR; blacksmith rewinding; locksmithing. It is intended that consideration be gi individuals qualified to render all-around repair services on the equipment specified herein as required for the minimum essential community.

32. Health and Welfare Services: Offices of physicians, surgeons, dentists, oculists, osteopaths, pediatrists, and veterinarians; medical, dental AND OPTICAL laboratories; PHARMACEUTICAL SERVICES; hospitals; nursing services; institutional care; MORTUARY SERVICES; auxiliary civilian welfare services to the armed forces; welfare services to civilians; CHURCH ACTIVITIES; ACCIDENT- AND FIRE-PREVENTIVE SERVICES; STRUCTURAL PEST CONTROL SERVICES.

33. Educational Services: Public and private industrial and agricultural vocational training; elementary, secondary, and preparatory schools; junior colleges, colleges, universities, and professional schools, educational and scientific research agencies; UNITED STATES MARITIME SERVICE TRAINING PROGRAM; CIVIL AERONAUTICS ADMINISTRATION CIVILIAN PILOT TRAINING PROGRAM; ARMED FORCES CONTRACT FLYING, GROUND, AND FACTORY AVIATION SCHOOLS; and the production of technical and vocational training films.

34. Governmental Services: FEDERAL; OTHER THAN FEDERAL; COBELLIGERENT. (FEDERAL RESERVE BANKS AND THEIR BRANCHES BUT DOES NOT INCLUDE SERVICES RENDERED BY MEMBER BANKS.)

35. Technical, Scientific, and Management Services: The supplying of technical, scientific and management services to establishments engaged in war production; union-management negotiation services; and the publication of technical and scientific books and journals.

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Deletions from the former list are:

Under No. 6, the words "canned or preserved" before "fish" and before "fruits" have been deleted. The word "edible" has been deleted before the word "fats".

Under No. 11, the word "rock" has been deleted before "salt" and the last sentence referring to material used in construction deleted.

Under No. 13, "Scrap Salvage" has been added to the title.

In article 17, the words "used in military equipment exclusively" has been deleted after the word "fibers".

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OFFICE OF WAR INFORMATION

WAR MANPOWER COMMISSION

ADVANCE RELEASE: For Monday Afternoon Papers, August 16, 1943.

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PM-4432

A series of questions and answers on the changes in the Selective Service rules was issued by the War Manpower Commission today as follows:

Q. What are the main purposes of the War Manpower Commission's recently announced plan for the utilization of manpower?

A. It is a plan to hold essential workers on war-useful jobs if that is where they are employed now, to assure the transfer of workers to jobs aiding in the war effort and to supply men needed for the armed forces without cutting war production.

Q. What was behind the preparation of theplan?

A. Production of war materials must be stepped up and our armed forces must have the men they need. Care must be taken to make certain that every man is used on the right job, whether it is in production or in the Army or the Navy.

Q. What are the main features of the program?

A. There are four principal steps: (1) Establishment of a list of critical occupations, covering skills urgently needed in the war effort. (2) Instruction to Selective Service Boards to give greater consideration than ever before to occupational deferment. (3) Establishment of new standards for permitting the transfer of civilian workers from job to job. (4) Extension of the list of non-deferrable activities and occupations providing that all men of military age must transfer from such jobs or be placed first in the list for induction by local boards.

X-19256

Q. How will the new list of Critical Occupations and the additions to the List of Nondeferrable Activities and Occupations affect the drafting of fathers?

A. Fathers who are in nondeferrable activities or occupations, regardless of their order numbers, will be the first called for military service. Fathers who transfer to essential occupations and thus release single men who are otherwise eligible for military service also help to decrease the need for drafting fathers.

Q. After October 1, will the occupation of a registrant otherwise qualified for military service be the main factor in determining whether he will be inducted or deferred if his order number is called?

A. Generally speaking, yes. In the cases of men with dependents, the question of hardship to dependents must always be given grave consideration. But as a general proposition, when a registrant is being considered for 1-A classification after October 1, the main question will be whether he can serve his country better in the armed forces or in war production and support of the war effort.

Q. Does the new List of Critical Occupations replace the List of Essential Activities and Occupations which has previously guided Selective Service Local boards in considering occupational deferments?

A. No. It simply tells local boards that among the occupations on the previously issued list, the 149 named on the List of Critical Occupations are those most urgently needed in war industry and supporting civilian activities and that they also require lengthy training and considerable experience. For these reasons, local boards are instructed to give particular and grave consideration to the deferment of registrants having these critically needed skills provided they are engaged in war production or in support of the war effort. However, any registrant qualified for an occupation on the critical list who is not engaged in an essential activity by October 1, 1943, will not be considered for occupational deferment.

Q. What are the chances for occupational deferment of registrants whose jobs are included on the List of Essential Activities and Occupations but not on the List of Critical Occupations?

A. The basis for all occupational deferment is that the registrant must be a "necessary man" in war production or in support of the war effort. The decision in each individual case, subject to the right of appeal, is made by the registrant's local board. The list of "Critical Occupations", "Essential Activities and Occupations", and "Nondeferrable Activities and Occupations" are issued by the War Manpower Commission to guide the local boards in making these decisions. Local boards also are instructed to obtain all available information from national, state, and local levels to assist them in determining whether a registrant is a "necessary man", and particularly to use the facilities of the United States Employment Service for information as to whether there is a national or local shortage of persons with his qualifications.

Q. What is the status of registrants whose activities and occupations are not included on the "List of Essential Activities and Occupations" or on the "List of Nondeferrable Activities and Occupations"?

A. The inclusion of a registrant's employment on the "List of Essential Activities and Occupations" or its omission from that list and the "List of Nondeferrable Activities and Occupations" does not conclusively determine his occupational status. The question to be determined by his local board, in consultation with the United States Employment Service and other national, state and local agencies, is whether or not the registrant is needed in his current occupation in support of the war effort. If the board so finds, when the registrant is called by his order number for possible induction into the armed forces, the board can defer him.

Q. Is skill or replaceability the basis for occupational deferment?

A. Both factors are to be considered. A skilled workman is usually more difficult to replace than an unskilled one, but an unskilled worker may be deferred

if his induction would vitally interfere with war production. The controlling factor is the immediate need. Local boards are instructed to take into account not only the national shortage in a registrant's skill, but also available replacements for even unskilled workers and current local shortage of skilled or unskilled workers in war supporting industries.

Q. How long is a "necessary man" continued in occupational deferment?

A. Until he can be replaced by someone not qualified for military service. In the cases of men deferred in war production or activities supporting the war effort deferment cannot be granted for a period longer than 6 months at one time, and the deferment can be revoked at any time a registrant's local board finds that a registrant has left the job in which he was deferred or is no longer needed in it. On the other hand, the board can continue the deferment, by not more than 6-month periods, so long as in its judgment the registrant is needed in the war effort and is irreplaceable. Registrants deferred in agriculture, however, come under the Tydings' Amendment and are deferred for indefinite periods as long as they are found necessary to and regularly engaged in an essential agricultural occupation or endeavor.

Q. What is the status of registrants now engaged in nondeferrable activities or occupations?

A. Men of military age engaged in such activities and occupations, together with idlers, are given no consideration for dependency deferment, except for unusual circumstances such as extreme hardship to dependents. Otherwise, local boards are instructed to reclassify them immediately unless they transfer to other than nondeferrable occupations or register for such transfer with the United States Employment Service in which event they will be given 30 days leeway prior to reclassification.

Q. How were the new standards developed and how will they be applied?

A. These standards are based on the best experience worked out by management and labor under the many local employment stabilization plant. They will be

incorporated in all stabilization plans by October 15. The regulation governing transfers has been revised and in a new regulation (Regulation No. 7) broad powers are given local and regional officials of the War Manpower Commission to determine when a transfer is in the interest of the war effort.

Q. Have employment stabilization plans been put into effect in the greater part of the country?

A. Yes. Such plans now blanket the country. They were established after consultation with regional or local representatives of management and labor.

Q. Do these standards become effective immediately?

A. They will not become effective in any community until they have been acted upon locally by the WMC director who must consult with his management-labor committee before making the required changes.

Q. Were these standards considered by the National Management-Labor Policy Committee?

A. They were, and the committee approved them.

Q. What happens to existing employment stabilization programs?

A. They continue to apply until they are amended so as to conform with Regulation No. 7.

Q. How will these amendments to employment stabilization programs change the rules that now apply to job transfers?

A. Very little in most areas. The provisions set forth in Regulation No. 7 that must be included in all employment stabilization programs are largely based on rules already in operation.

Q. Does the issuance of Regulation No. 7 mean that the War Manpower Commission no longer relies on the initiative of local management and labor?

A. No. This regulation, establishing uniform standards, is necessary so that management and labor throughout the country may know the basic conditions under which job transfers are possible. Management and labor in specific localities must be consulted when existing programs are amended or new programs

adopted. The basic uniform provisions may be supplemented in the local programs by additional provisions necessary to meet local problems. The War Manpower Commission will continue to rely on Management-Labor Committees in the continuing development of employment stabilization programs.

Q. How does one find out what rules apply to him?

A. All applicable rules will appear in the local employment stabilization program. If employers or workers have any questions, they should go to the nearest United States Employment Service office.

Q. Will employers be required to hire workers sent to them by the United States Employment Service?

A. No. Employers are free to hire or reject workers referred to them by the United States Employment Service. But, if an employer rejects workers arbitrarily or if his hiring specifications are unreasonable, the supply of workers sent to him by the United States Employment Service may be cut off and his present work force permitted to leave. Measures like this will not be taken against an employer until he has had a chance to appeal and present his case.

Q. Must a worker accept a job to which he is referred by the United States Employment Service?

A. No. However, workers who quit essential war work and workers who do not accept suitable jobs in which they best can help the war effort may, under certain circumstances, and for a limited period, be denied opportunity to work in less essential jobs.

Q. What special restrictions apply with respect to workers in occupations in the new "List of Critical Occupations"?

A. When employment stabilization programs are amended to conform with Regulation No. 7, workers last employed in critical occupations may be hired only in jobs to which they are referred by the Employment Service. Likewise, no employer may hire a worker for a job in one of these occupations unless the worker has

been referred to him by the Employment Service. This control is necessary to insure that workers with critical skills will be used in those jobs in which they are most needed in the war effort.

Q. What can employers do to cooperate in the Employment Stabilization Program?

A. 1. They should get in touch with the nearest local office of the United States Employment Service and acquaint themselves with the controls on hiring an recruitment.

2. They should make a conscientious and thorough effort to persuade workers who want to quit essential war jobs to stay on these jobs and should seek to remove the causes of wasteful labor turnover.

3. They should issue or deny Statements of Availability in accordance with the terms of the program.

4. They should hire and recruit workers only in accordance with the terms of the program.

Q. How should workers cooperate in the Employment Stabilization Program?

A. 1. Workers who are employed full-time at their top skill in work which contributes to the war effort should stay on the job.

2. Workers who feel that they can contribute more effectively to the war by changing jobs should nevertheless stay on their present jobs until a decision as to their eligibility for a transfer has been made.

3. Don't shop for a job just to get more money.

Q. If an employer hires a worker contrary to the provisions of the applicable Employment Stabilization Program, what penalties are there?

A. If an employer hires the worker at a wage higher than he received on his last job the employer is subject to criminal prosecution which may result in a fine of a $1,000, a year in prison, or both. Furthermore, all wages paid by him to the worker may be disregarded when he computes his costs for income tax purposes, for price increase purposes or for government contracts. Furthermore, if he is violating the program, the Employment Service may issue Statements of

Availability to all of his workers and may refuse to refer other workers to him. Action may also be taken through other government agencies.

Q. If an employer hires a worker in violation of the program but does not pay him a wage higher than he was getting on his last job, are there any penalties?

A. All the penalties are available except the criminal penalties and the disregarding of wages paid in computation of costs.

Q. If a worker accepts a job at a higher pay in violation of the Employment Stabilization Program are there any penalties?

A. Yes. He is subject to the same criminal penalties as are applicable to the employer who hired him. If he accepts any job in violation of the Employment Stabilization Program, whether or not at a higher rate of pay, he may lose that job and be unable to get another for 60 days.

Employment of Women in War Plants in Erie and Niagara ~~Company~~ Counties - New York State July 20, 1943

Mr. Leo J. Sweeney, U.S.E.S., Walbridge Building, Franklin and Court St., Buffalo

On May 1, 1943 of a total employed of 221,219, there were 64,968 women in the 184 war plants in Erie and Niagara ~~Company~~ Counties employing 50 or more. Of these men and women, 10,888 were non-white although there are only 22,000 colored men, women and children in the area. Colored, older, and handicapped workers have been used because no other workers were available.

Of the women over 14 years of age in the area, 47% are now employed. A house-to-house canvas three weeks ago brought in a few, but the field has been well covered previously by all types of publicity so the canvas was not really worth while.

A stabilization agreement has been in effect since June 14th and men can be hired only after referral by U.S.E.S. Women may still be hired directly without referral although they must have slips of availability. (He feared he could not handle referrals of both men and women and make a good start but referrals of women will come later).

They had 33 girls who had not worked in factories previous to the war and who were loaned and paid by their factories to make house-to-house canvas after a careful training. They could and did discuss with housewives the emotional states through which they, as she, would go in going into work for the first time. But he considers that the net result was not worth the effort.

When salewomen from the stores went to defense plants, they were replaced by housewives who were able to work in the stores by a change of hours for the stores from 9:45 to 5:45. Fortunately these hours were also favorable to traffic control when that became necessary. Industry can use few part-time workers advantageously. They can do so on die-making and stamping where the operation is complete in one step. Bell Aircraft has a Victory shift of 3 day-a-week people who work 8 hours a day, about 500, and they consider it satisfactory. A few white collar people went in for factory work after hours, but labor has opposed it finally, because the workers did not get the time and a half that they would have if they worked all the hours in one plant.

All workers have been moved from non-essential industries who can be enticed to do so, unless non-essential employers permit retention of seniority etc. to those who leave, and they are unwilling to do so.

Some contracts have been withheld from this area because of lack of workers and Mr. S. considers it as critical an area as any in the U.S.

There are about 800 now in school for training paid for by employers. Mr. Geo. Toles of Department of Education.

Some employers are still unwilling to hire women. One Chevrolet aviation engine plant refused to take women until he refused them any men. Then they placed an order and when they were given some colored workers they cancelled the order. They now have 8000 employees of whom 674 are W. River Road plant. Two other Chevrolet plants have women in much larger numbers.

Statistician ill but figures on plants to be available from him.

He has been surprised to see what work women are doing in the steel industry and foundries and is not sure that it is wise as they may manage without much effort most of the time but at times something goes wrong and strength is needed beyond what they have.

WAR DEPARTMENT
Bureau of Public Relations
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FUTURE RELEASE
PLEASE NOTE DATE

From Women's Interests Section.
War Dept. Bureau of Public Relations
2D875 Pentagon Building,
Washington, D. C.

FUTURE RELEASE

FOR RELEASE SUNDAY, AUGUST 8, 1943

REPLACING MALE ARMY EMPLOYEES,
WOMEN ACHIEVE OUTSTANDING RECORD

The first anniversary of the order issued by the Honorable Henry L. Stimson, Secretary of War, to all Army installations to replace male employees of Selective Service age with women wherever possible, will occur next Saturday, August 14.

More than half a million civilian women are now engaged in clerical, administrative, industrial, and mechanical jobs for the Army.

Women now comprise approximately 38 per cent of all the civilian employees on War Department personnel rosters, as compared with about 25 per cent in the summer of 1942.

In a congratulatory message today to the Army's women employees, the Honorable Robert P. Patterson, Under Secretary of War, stated:

"The women of America have responded ably and gallantly to the call to service the war has made upon them. Nowhere is this more evident than in the plants operated by the War Department. They have supplanted men at the bench and the lathe; they are doing civilian work in the nine Service Commands efficiently and in increasing numbers.

"In the arsenals, in the ports of embarkation, in the motor centers, in all the War Department installations, their skills are invaluable and their devotion to duty is proven. They are testing guns, making ammunition, fixing motors, sewing uniforms, inspecting ordnance, driving trucks, doing many of the thousand and one jobs that are necessary to keep the machinery of war moving.

"I salute them for their faithfulness, their cheerful courage, and their patriotism."

The percentage of women employees of the Army varies with the installations. Some of the smaller stations run as low as 10 per cent, while several of the larger posts have converted to 60 per cent. Women comprise more than 75 per cent of the Army Service Forces civilian personnel in Washington, D. C., and more than 39 per cent of the employees of field establishments.

The Ordnance Department now has [illegible] women employees, and the Signal Corps [illegible] than met its au

25,000 civilian women at work before the end of the first year of the replacement plan.

More than 400 different skills are performed by women for the Army, from the expert food consultant to the Quartermaster General to the girl messenger in The Pentagon. In addition to training given on the job, training has been given in schools to thousands of women, with the cooperation of the United States Office of Education.

Convoy driving for camps, posts and stations throughout the Service Commands was an early assignment for women. As instructors in the rudiments of flying, women have been in great demand. Their usefulness as mechanics for the Air Forces is on the increase. The Corps of Engineers employs them to examine fabrics and parts for barrage balloons. The Signal Corps depends on them to inspect radio parts, the Ordnance Department to make certain that outgoing ammunition is perfect. For the Quartermaster Corps, women evaluate textiles for uniforms.

At the beginning of the second year of the replacement policy, women are beginning to move into more and more supervisory positions as their terms of working experience warrant such promotions.

More than a hundred women are now employed as inspectors in war plants in the New England area alone, to interpret and enforce Army standards for the Chemical Warfare Service. Women were sent to the schools in the Rock Island Arsenal, Illinois, to be equipped to take over civilian administrative jobs in arsenals and depots. The Sacramento Air Depot, McClellan Field, California, had the first all-feminine dispatching team, their work being to route the planes off and on the field. Women have excelled as storekeepers for automotive parts and general repair shops at large Army posts, and as testers and cleaners for the guns fired at the Aberdeen Proving Grounds, Maryland.

Among the first Army installations to subscribe to the policy of substituting women for men subject to Selective Service was the San Antonio Army Service Forces Depot, Fort Sam Houston, Texas. In 1941 this huge supply center did not have even one women chauffeur, packer, mechanic, repair worker, guard or inspector. This year the chauffeur replacements number 56 out of 80, the women patrolmen, 81 out of 170, and whole sections of other work have been almost entirely staffed by women. The latest report of such replacements comes from the Pine Bluff Arsenal, Pine Bluff, Arkansas, where women, working in three shifts around the clock, have taken over the manufacture of a chemical product. They operate compressors and

with a hydrometer, control pressures, check automatic equipment and operate the pumps and blowers.

There was a real surprise in the adaptability of women to patrol and guard duties. The Ordnance Department now has about 1450 women policing its installations. The Quartermaster Corps has more than 1200 women guards and almost 150 women patrolmen. The Army Air Forces and the Chemical Warfare Service also employ them. Most of the women guards are in uniform, have drill exercises and are trained to handle pistols. They check automobiles in and out of the plants, examine credentials at building entrances, direct traffic and patrol locker rooms. A large number of them are Auxiliary Military Police. When militarized, they are subject to the Articles of War.

At the Army Flying School at Columbus, Mississippi, women are doing sheet metal work and repair work on propellers. As "trouble shooters" at Columbus, they take the "bugs" out of altimeters, gyros, compasses, clocks, air speed indicators and many other airplane instruments. The women workers at the Fort Sill, Oklahoma, Ordnance Shops can score down brake-drums a thousandth of an inch.

Women employees have been willing to go to other cities for their training and return to their home stations for the work. In some centers where housing shortages existed, they live in dormitories under conditions somewhat similar to those of their sisters in the uniforms of the armed services. They eat in mess halls, and have day rooms for recreation, with the privilege of buying necessities at the Post Exchange, and sometimes enjoy the dining room facilities of the Army Service Clubs.

END

DISTRIBUTION: Aa, Af, B, Da, Dm, N.
5:15 P.M.

Tyddeman
Ingwersen
Return to Rolman (promptly)
Tales to Blood

I guess Sutter sent this

Basic Program Plan

for

Womanpower

Prepared by:
Office of Program Coordination
Office of War Information

Approved by:
War Manpower Commission

August 1943

PLAN FOR INFORMATION PROGRAM ON WOMANPOWER

This is a program to inform the American people of the need for more women workers in many communities throughout the country, particularly to fill hundreds of unspectacular but highly necessary jobs in civilian trades and services. Its purpose is to make women everywhere, their families and employers keenly aware of the important work women are doing and can do in the winning of the war also to gain acceptance of women by employers who have not hired them before and to help the War Manpower Commission recruit additional workers in those areas where it determines that this is necessary.

The program calls for a concentrated national campaign to begin in September 1943 with follow-up activity thereafter. This national media program is to be of a general educational nature, explaining why more women must take jobs in many localities, why the need is localized rather than over-all, and the kind of jobs for which women are most needed. Behind the national program will be intensive local drives to recruit women workers. They are scheduled where and as needed by the War Manpower Commission. The purpose of the national campaign is to inform the public of the seriousness of the manpower situation so that it will respond readily to the intensive drives to recruit women for specific jobs in specific areas as determined by the War Manpower Commission.

Background

Millions of women are already doing war work and many more millions will be needed. The women of the country form the most important remaining source of labor and will have to be used for war production and for maintenance of the civilian economy. The male labor supply has been virtually exhausted in many areas throughout the country.

It is estimated that during the 12 months ending July 1944 at least one million four hundred thousand additional workers must be found if we are to meet minimum requirements of the armed services and the civilian economy. Very few additional men can be added to the civilian labor force. The great majority of these new workers, close to one million of them, will have to be women.

Recruiting one million women from among women not now working does not, on the surface seem so difficult. However the actual business of finding one million additional women who are able and willing to fill the jobs that are open, of persuading employers that women must be hired for these jobs is far more complicated than this simple statistical statement of womanpower requirements implies.

It must be emphasized that these figures show the net requirements for additional women workers. If the current movement of women quitting their jobs to return to their homes continues to be high, the recruitment task will involve the mobilization of far more than the million women who are actually needed.

The nature of these difficulties as they are discussed, will explain the role to be played by the information program and the approach which the program is to take.

Kinds of Jobs for Which Women Are Needed

Although there will be a continuing need for women in the direct war production industries, there is also great need at present in the supporting civilian trades and services. These jobs are the least attractive and the most difficult to fill. The lady riveter and the girl welder have been dramatized and glamourized to a point where millions of women, and men too, think that a job is a war job only if it involves making an airplane, a gun, or a ship. Obviously this is far from true. Many women are urgently needed to-day in thousands of apparently hum-drum, unglamourous, and frequently ill-paid jobs in stores, restaurants, offices, laundries, hospitals, child-care centers, bus and street car companies, banks, public utilities, railroads and the many other businesses, big and little, which keep a modern community and its citizens functioning, and becomes of significant importance when they provide necessary services for war production workers.

Because these jobs seem so ordinary, so far from the battle front, and because many of them are jobs which traditionally have offered the lowest pay and the poorest working conditions American women, and their men-folk, will need considerable "selling" if the jobs are to be filled. They must be filled if the aircraft and shipyard and munitions workers are to be able to go on producing, and they will have to be filled almost entirely by women, many of whom have never done any menial work or even held a paid job before.

It is almost impossible under present conditions to make many of these jobs more attractive. A laundry, even with the most modern plant and equipment, is still a pretty unpleasant place to work. These jobs will have to be glorified as a patriotic war service if American women are to be persuaded to take them and stick to them. Their importance to a nation engaged in total war must be convincingly presented.

Localized Nature of the Demand

Broad national figures on the need for women workers, though technically true, are certain to lead to misunderstanding and confusion unless it is made perfectly clear that additional women workers are needed, not everywhere, but only in certain definite places and at certain definite times. The responsibility for determining when and where, and for taking necessary action to recruit the workers rests with the War Manpower Commission regional and area directors. The place for a newspaper, radio station, motion picture exhibitor, or advertiser to find out how he can best help is from the offices of those directors. The place for any woman to find out about the situation in her locality is at her local USES office.

The highly localized nature of the demand for women workers gives rise to administrative and informational difficulties. Mrs. A in town A hears that millions of women are needed and she is eager and ready to go to work. But there are no jobs in town A. Mrs. A is frustrated, disappointed; she begins to think the "Government doesn't know what it's doing". Town B, a hundred miles away needs women desperately. Mrs. A can't go to town B, because it is already so overcrowded with war workers that housing, transportation, and all other community facilities are strained to the limit. She must be persuaded to stay where she is unless the U.S.E.S. tells her that she needed elsewhere, in which case it will line up the job for her before she leaves home. The jobs in town B must be filled by people already living there even though the only workers available in town B are women who are not anxious to work, who have heavy home responsibilities, who have little or no experience or training. The Mrs. B's must be persuaded to work, the employers of B must be persuaded to accept them, and the town of B must make a number of changes in its way of doing things if Mrs. B is to be able to take and stick to the job. It is just as important to the war effort that Mrs. A stay put as it is that Mrs. B go to work. That presents a challenge in informational accuracy to the writer for national media.

The highly localized nature of the problem also makes necessary close cooperation between area War Manpower officials and those responsible for informational activities, either in or out of the government. It is the administrative officials who must give the go-ahead signal in each area before any effort is made to persuade women to go to work.

Women's Home and Child-Care Responsibilities

The case of Mrs. B above introduces another obstacle which the proper informational publicity can help solve. That is getting community action. Because the demand for women workers is most acute in those areas which have already exhausted their normal labor supply, many of the women who are left are likely to be those least able to work. They are likely to be the women who already have heavy home and child-care responsibilities.

Some of these must continue even though the woman takes a job, which means that she carries a double burden. However, the community, if it takes proper action, can lighten her burden to a considerable extent and can free many more women for war-useful work. There are some communities which have assumed responsibility for providing child-care facilities, adjusting hours of shopping, banking, dental and medical care services and improving transportation so that women would find it possible to work and at the same time carry on as mother's and housekeepers. The information program must make clear the necessity for such action in many more communities where there are shortages of women workers. It must also make clear that this community service is itself a highly important war work for which women must make themselves responsible.

Attitude of Employers toward Women Workers

Despite the highly successful performance of woman workers in hun-

dreds of jobs which were formerly filled exclusively by men, there are still many employers who are reluctant to hire women because they do not think they can do the work, or because they fear that the introduction of women into their plants will be difficult and expensive. Some employers hire women but cannot keep them or make the most efficient use of them because of failure to make the adjustments which are undoubtedly necessary if the large scale induction of new women workers is to be successful.

These difficulties can be overcome. Many of them are the same problems that an employer would face in a large scale induction of new and inexperienced men workers, it's not because they are women, it's because they are new. Many of the "adjustments" that employers are asked to make for women workers--adequate restrooms, locker space, first-aid, adequate lighting and temperature control, time and facilities for hot ~~nourishing food~~, proper safety equipment, mean merely providing the conditions under which men have always worked most efficiently. Equal pay for equal work, discarding of arbitrary barriers against using older women workers, proper supervision, arrangement of shifts to meet the special needs of women workers, training and upgrading, clear-cut personnel policies--these again are things which intelligent management provides as a matter of good business. They are particularly important in time of labor shortage when conditions must be such as to make the fullest possible use of the energies and potentialities of each worker.

Miscellaneous Factors

In addition to these major problems, a number of other factors have been reported as hindering the recruitment of women workers. Some of these are the understandable personal objections and fears of women who have never worked before. Many of them are groundless and can be overcome by the use of properly directed publicity. They include such things as:

(a) Worry about husband's draft status.
(b) Lack of knowledge about how to look for a job.
(c) No financial incentive for working.
(d) Worry that one's social status will suffer.
(e) Fears about inexperience.
(f) Worry that the work will be too hard.
(g) Husband's objections to wife working for one or more of the above reasons.

Convincing answers to these objections are included in "Answers to Questions Women Ask About War Work," already prepared for use in local intensive recruitment drives. These may be obtained on request from Regional WMC Information men.

Campaign Objectives

None of these obstacles is insuperable. There are more than enough women in this country to meet all known present and future labor demands. The

objectives

women are already qualified for or can be trained to fill the jobs that need to be done. What is needed is: (1) to make women themselves realize that they are needed, and when and where; (2) to make the employers of women realize that women, given necessary training and proper working conditions, can do almost any job that a man can do; and (3) to make communities aware of the services they must provide if women are to be able successfully to carry the double burden of home and job responsibilities.

All these things can be done, as the experience of many industries and communities amply demonstrates. But these things will not be done, when and where needed, unless individual women, individual employers, and communities take action. The information program is intended to promote necessary action in cooperation with and according to the program and policies of the agency responsible for mobilization of womanpower, the War Manpower Commission.

The purpose of the national campaign is to provide a sustained flow of information to the public in general, and women in particular, about the importance of work being done by women to help win the war, with particular emphasis on the uncolorful jobs which are less obviously connected with the war--in order to provide women already working with a real reason for staying on their jobs (avoiding needless shifts)--and in order to give women not already in war-useful work plenty of reasons for being ready to sign up for such a job the minute the local appeal comes out. And, secondarily, to aim this flow of information so that husbands, employers, and communities, will be made aware of the need to make as many as possible of the adjustments necessary, to keep women on their present jobs and get more and more of them, to take employment.

The objective of the local campaign, where the WMC decides that a campaign should be undertaken, is to follow up on all national objectives with as much specific local information on labor demand as possible and to add a definite and powerful urge to go to the local U.S.E.S. and get a job.

National Copy Themes

For Women and the General Public

1. American women are doing important work in the winning of the war. They are turning out the tools of war and are keeping the home front going. They are proving that they can do almost any job a man can do.

2. Any job that serves war workers is a war job. Not merely tanks, planes, guns, but laundries, buses, stores, trucks, communication services, hospitals, restaurants, need to be manned. And women can man them.

3. Women, watch your local newspapers and listen to your local radio stations for news about the needs in your area. If you can't take a full-time job, there may be part-time work you can do. And be ready and willing to answer the local call. When the call comes your local U.S.E.S. office will tell you what kind of jobs are open, where you can make the most useful contribution,

and where you can get training if you need it. Don't travel to other communities looking for work because you have heard rumors about labor shortages. Ask your local U.S.E.S. It can place you anywhere in the country where your services may be needed.

For Employers

Hiring women is necessary but far from a necessary evil. They can do the job, provided you do your part as an intelligent employer. Your local U.S.E.S. office can help you get qualified women workers. It can help you make whatever adjustments are necessary in your plant, or personnel policies to keep these new workers efficient and productive. Some of the most important war industries in the country are using women in jobs they never held before. You can do it too. The WMC stands ready to help you.

Local Copy Themes

The themes to be used in connection with the local intensive recruitment drives should be determined only after consulting with the Area War Manpower Director or local U.S.E.S. office manager. They are the source of facts about the employment of women and can tell you what the specific problems are in their community which keep women from taking and keeping jobs.

Some suggestions are listed below:

Community Responsibility

(a) Day care for children.
(b) Extended shopping hours.
(c) Extended hours for medical and dental care.
(d) Adequate transportation.
(e) Satisfactory housing.
(f) Increased eating facilities.
(g) Recreation accommodations.
(h) Adequate hospitals.
(i) Adequate schools.

It is axiomatic that one person can't fill two jobs and do justice to both. Women war workers can't do their jobs well--or perhaps must quit--unless community action is taken to help them take care of their homes and children. This is an important wartime responsibility that some communities have carried out with flying colors. Are you--Civic leaders, women's clubs, social agencies--doing a job in your town? Here are some of the things that can be done. (Detailed data is available in special appendix X).

Insignia and Slogans

To identify various parts of this campaign usually an insignia has

been adopted, Appendix C, and the following slogans should be used generally for identification:

"The More Women At Work The Sooner We Win"

"America At War Needs Women at Work"

MEDIA FOR NATIONAL INFORMATION PROGRAM ON WOMANPOWER IN SEPTEMBER

Every possible effort is being made, and should be made, to get maximum featuring of this program in all media. The following detailing includes possible tie-ups, as well as some that are already definite. We would like to have each media bureau review plans for each medium with a view to making additional improvements or necessary changes. The net conclusion of the media bureau should be given to Mr. Clifford Sutter in the Office of Program Coordination, within a week if possible, and should be in writing with definite dates, etc. Then, Mr. Sutter will revise and put in finished form the timetable which is attached in first draft form.

RADIO -- Plans call for 3 weeks national network allocation; 2 weeks of national station announcements--plus special features on various appropriate programs and some special event broadcasts particularly concentrated around the Sunday before Labor Day.

MOTION PICTURES -- The special womanpower short "Glamour Girls of 1943" will be shown in some 14,000 theatres under auspices of the War Activities Committee of the Motion Picture Industry. In addition, we believe the subject lends itself particularly well to newsreel handling and we would, therefore, like to have it used in newsreels, particularly during the early weeks of September. The various special events provide good subject matter.

MAGAZINES -- Front covers, and inside articles, are already being lined up for September issues in sufficient quantity to make this magazine activity a backbone or foundation on which to build the various other angles of the campaign. (_____are already in). Exhibits of the covers will be displayed across the country in libraries and museums, etc. Needed now is concentration on the weeklies.

NEWS BUREAU -- The News Bureau has already started the build-up for this program with a weekly series of feature articles on women in war jobs which started in July. Needed now is a definite timetable for September.

ADVERTISING TIE-INS -- The formula folder telling how advertisers can tie in with the womanpower program is being printed now and will be circulated to advertisers in the near future. In the meanwhile personal contacts by the War Advertising Council have resulted in definite commitments for advertising tie-ups by the following (several of them back covers):

Chesterfield Cigarettes	Johnson's Wax
Beechnut Packing Company	Liggett Drug
Pilsbury Flour	Walk Over Shoes
Munsingwear	Tubize Rayon

RETAIL STORE COOPERATION -- The Retailers War Campaigns Committee have already definitely scheduled a major tie-up with this program for the month of September in the retail calendar which goes to over 100,000 stores.

Post 18 Aug 1943

THE WASHIN

The Gallup Poll . . .

By George Gallup

Director American Institute of Public Opinion

Princeton, N. J., Aug. 17.—One of the problems almost certain to face Congress when it reconvenes next month is the drafting of women for noncombatant jobs with the armed forces.

The Army and Navy have found that women are just as good as men and often better in many of the jobs connected with military or naval administration, and it is pointed out that unless more women are made available for such work, men who could otherwise be released for front line duty will have to be kept at home. Thus far the number of women volunteering in the WAACS has fallen far below the total needed.

It is significant that a majority of the women of the country are in favor of drafting single women between the ages of 21 and 35 to work for the armed services. Women in the age group that would be most effected by such a measure—age 21 to 35—vote for the idea by an especially large majority.

That is what the Institute finds in a Nation-wide survey of public opinion on the issue.

But the men of the country are opposed to the idea of drafting women. In fact, Washington's problem may be not how to convert the women to the idea, but how to persuade the males to accept it.

The sentiment of the country was measured in the survey of the following issue:

"Do you favor drafting single women between the ages of 21 and 35 to serve in the WAACS, WAVES or other similar branches of the armed service?"

r Bonds and Stamps at WARNER BROS. THEA

the following issue:

"Do you favor drafting single women between the ages of 21 and 35 to serve in the WAACS, WAVES or other similar branches of the armed service?"

The National vote is:

Yes	45%
No	48
Undecided	7

The vote by men and women is as follows:

	Men	Women
Yes	39%	51%
No	54	42
Undecided	7	7

Women in the age group that would be most affected by the measure vote as follows:

	Vote of Women Aged 21-35
Yes	58%
No	36
Undecided	6

The principal argument put up by both men and women who favor the idea is that the drafting of women would release men for active duty at the front.

The principal arguments in opposition, the poll shows, are that drafting of women is not necessary yet, and that if women do not want to be WAACS enough to volunteer they would make poor WAACS when drafted.

Opinion on the question shows no great variations by sections of the country, as the following table indicates:

	Yes	No	Undecided
N. Eng. and Mid Atl.	45%	49%	6%
East Cent.	46	48	6
West Cent.	42	51	7
South	44	46	10
Far West	47	46	7

While the total vote of approval in each section falls short of a majority, it is nevertheless sizable when one considers that proposals to draft women are still in the early stages of discussion, and that they would involve a step unprecedented in the history of a nation which granted suffrage to women only 23 years ago.

MOBILIZATION POLICIES - SEPT. 1943

Bureau of Census

Women's Bureau
U. S. Department of Labor
Washington

September 7, 1943

ESTIMATED MANPOWER REQUIREMENTS, BY SEX,
JANUARY 1943 TO JULY 1944 1/
(in millions)

Manpower requirements	July 1944 3/		
	Total	Male	Female
Total labor force	65.9	47.2	18.7
Armed Forces 4/	11.3	11.0	.3
Civilian labor force	54.6	36.2	18.4
Unemployed	1.0	.6	.4
Employed	53.6	35.6	18.0
Agriculture	12.0	9.7	2.3
Nonagricultural emp.	41.6	25.9	15.7
Munitions 6/	11.6	8.0	3.6
Other	30.0	17 9	12.1

Source: January and July 1943 data for civilian labor force, unemployed, employed, agriculture, and nonagriculture from Monthly Report on the Labor Force, Bureau of the Census. January and July 1943 data for minitions and other nonagricultural employment from Bureau of Labor Statistics. Data on Armed Forces from published statements.

1/ All data applied to approximately the 10th of the month, except the Armed Forces figures which relate to the first of the month.
3/ Estimated.
4/ Net strength. Excludes net attrition due to battle casualties or other causes.
6/ Includes all metal-using industries, metal mining, selected chemicals and rubber industries.

Rohman

ADVANCE RELEASE ------ ADVANCE RELEASE

THE OFFICE OF WAR INFORMATION

WAR MANPOWER COMMISSION

Advance Release - For Friday Morning Papers, September 3, 1943

Collins-WMC 3336 PM-4440

The following facts about the nation's womanpower are announced by the War Manpower Commission:

Over six million more women are employed today than in July, 1940, and 17.1 million women are at work as compared with 14.1 a year ago and 10.8 in 1940.

The increase in the three-year period was effected in part by the reemployment of jobless women seeking work. Unemployment among women dropped from 3 million in July 1940 to a practically irreducible minimum of about one-half million in July 1943. The remaining increase was due to a net gain to the labor force of close to four million women, of whom probably three million would not have been attracted to the labor market under normal peacetime conditions.

About three-fifths of the total increase in the female labor force since 1940 occurred in the last year, when the number of women working or seeking work rose from 15.2 million in July, 1942, to an all-time peak of 17.1 million in July, 1943. There is reason to believe, however, that the record number of women in the labor force in July of this year is a temporary phenomenon and that in actual fact the rate of increase in the year-round labor force in recent months has been declining. Normally the labor force in the summer months contains many seasonal workers chiefly in agriculture who leave the labor market when the seasonal demand is over.

This year, over and above the normal summer increase, there has been an influx of approximately a million or more additional women workers. Much of this influx is due to the above normal entrance into the labor market of students, many of whom are expected to return to school in the fall. This movement into and out of the labor market is an annual phenomenon, but just as the number taking employment is larger this year due to unusual employment opportunities for young people, the cutback also may be more severe than usual. For this reason it would be unwise to rely upon all these workers in planning a manpower program.

MUNITIONS

Munitions industries especially have been fertile ground for the increased utilization of women with all war productions activities showing higher proportions of women in the past year. In such industries as ammunitions (including bag and shell loading) rubber products, electrical equipment for industrial use, communications equipment and scientific instruments women constituted a large percentage of total employment even in May, 1942, and in all cases the percentage

showed substantial increases by May, 1943. In communications equipment an 18-point rise over this 12-month period brought the employment of women well over one-half of the total work force. As of May, 1942, one out of every ten workers in the aircraft industry was a woman. By May, 1943, this industry had so increased its use of women that the ratio was close to one out of every three. Impressive gains in the firearms industry brought the proportion of women to total employment from one-seventh in May, 1942, to one-third a year later.

Even those industries which have been most conservative in clinging to traditional hiring practices barring the recruitment of women have let down their barriers, with shipbuilding, for example, increasing its proportion of women from 2.4 to 10 per cent and iron and steel from 8 to 15 per cent.

It must be remembered that these increases have not been uniform even in the same industries. For example, in aircraft the proportion of female employment in May ranged from 22 per cent in Chicago to 45 per cent in Seattle; shipbuilding from 4 per cent in Baltimore and Newark to 20 per cent in Portland, Ore. To some extent these differences can be attributed to the adequacy of the male labor supply residing within or migrating to an area.

AGRICULTURAL EMPLOYMENT

On the basis of national figures which, of course, obscure local shortages, the number of women taking seasonal farm jobs has been impressive. Agricultural employment of women in July sustained the level of 2.3 million reported in the previous month and exceeded last year's peak by several hundred thousand. Agricultural jobs are being filled to an increasing degree by women. Their employment constituted 19 per cent of the total agricultural employment as compared with 17 per cent in July 1942 and 9 per cent in July 1940.

Womanpower Needs -- 1943--1944

Manpower requirements for the year ending July, 1944, show that total employment and the employment of men will decline, but female employment must expand to 18 million with a net increase of at least 900,000 women workers if our manpower needs are to be met. In addition, another 200,000 women must be recruited for the Armed Forces. (Table 1.) Although unemployment may drop slightly, it cannot be counted upon as a source of workers. Hence a sufficient number of women must be recruited from outside the present labor force to make possible a net increase of about one million.

From July to January, no net increase in the total labor force is required inasmuch as agriculture will fall to a seasonal low during these months. This does not mean, however, that the task of securing an adequate number of women workers will be easy. In fact, the recruitment job to be done assumes tremendous proportions when the requirements are examined by broad industrial categories and the magnitude of necessary shifts within the labor force are revealed. Munitions industries, if they are to meet schedules, must expand the employment of women by one million between July, 1943, and January, 1944, and by 300,000 from January to July 1944. An increase of one million in these industries exceeds that experienced in any previous six-month period and is twice the expansion recorded between January and July, 1943. Although female employment in agriculture will drop very sharply between July of this year and January, 1944, very few of the women currently working at seasonal jobs on the farms will become available for munitions employment when no longer needed in agriculture. Other industries are expected to yield only 100,000 workers as a result of curtailment by January 19. It may be necessary, therefore, to recruit almost a million net additional women workers from outside the present labor force to meet the January requirements for nonagricultural employment.

In terms of the expansion already accomplished, increasing the female labor force by one million appears not too formidable. Actually it will be extremely difficult to meet this goal unless the declining rate of increase in the female labor force experienced prior to the temporary June upswing is reversed. Net increases of necessity seriously understate the magnitude of the recruitment task which lies ahead, inasmuch as they make no allowance for the number of women who must be recruited to replace those who leave the labor market. Even under normal circumstances, a sizeable part of the female labor force is composed of marginal workers who are attached to the labor market temporarily or intermittently. This pattern of entering and leaving the labor market is not only continuing but is being accentuated under wartime working conditions.

With no domestic help available, inadequate childcare facilities, shopping and marketing difficulties, all throwing tremendous burdens on the housewife who has taken employment, industry is having increasing difficulty in retaining its female work force. Since employment stabilization plans do not control movements out of the labor market the exodus of women from the labor market is unchecked.

A second factor which magnifies still further the problems of meeting requirements is the localized nature of the demand which is largely concentrated in labor stringency areas. In many shortage areas those women who could readily be drawn into the labor market are already employed, and even intensive recruitment may not be able to yield an adequate number of additional women. At the same time, other areas with considerable numbers of potential female workers lack employment opportunities.

SOURCE OF WOMANPOWER

It has already been pointed out that to meet requirements women must be recruited from outside the labor market, since neither the decline in agricultural employment nor the reduction in the number of unemployed can be counted on as a source for year-round workers. Curtailment in industries other than munitions at best will yield 100,000 women by January, and perhaps 300,000 more by July 1944.

A substantial contribution to the labor force has already been made by the youngest age group available for employment (14-19 years), which consists largely of students. By April 1943, the actual female labor force within these ages had exceeded the estimated normal labor force by close to one-half million, and it is questionable whether this trend can or should be expected to continue (Table 2). It is estimated that over one-fourth of the abnormal wartime increase in the female labor force consisted of girls under 20 years of age.

Practically no net expansion occurred among women between 20 and 30 years of age, and only a 6 per cent increase of actual over normal employment is estimated for women in the next 5-year bracket. The insignificant net gains in the work force of women between the ages 20 and 35 may be attributed to the fact that many of the women not employed have child-care responsibilities. In addition the normally high work rates among women in these age groups would make further gains more difficult to achieve. Until recently, the liability of husbands to the draft may have also acted as a check upon their entrance into the labor force. The first two factors will probably continue to restrict expansion in the female labor force within these ages.

Traditional age specifications will impose some limits on the use of older women as will their employability. Nevertheless, women over 45 years of age have been absorbed in employment to such an extent that it is estimated their actual numbers currently in the labor force are 20 per cent above that they would normally be. The full utilization of this reserve is important.

At present, the most readily available group consists of non-farm housewives between the ages of 20 and 55 without children under 16. This group as of April 1943 numbered 5.6 million which on a national basis appears to constitute an adequate reserve of potential women workers. However, in view of the localization of demand and the completely voluntary basis of recruitment, there is no assurance that an adequate number of women will enter the labor market where they are needed.

A growing tendency to increase part-time employment will offer employers a potential supply of labor which might not be available otherwise. Trade and service has always used large numbers of women for part-time work and this practice has increased with growing labor stringencies. Manufacturing industries have also recently initiated part-time work schemes which are proving successful. Female part-time workers, many of whom are housewives and some employed white collar workers have been used in light assembly work especially in communications equipment and aircraft parts establishments in New England and on the West Coast. Throughout the country, women are being recruited for part-time as well as full-time employment to meet the seasonal needs for harvesting crops and canning food products. Women who cannot adjust their other responsibilities to permit full-time employment without assuming an unreasonable workload should be channelled to whatever part-time employment opportunities are available in the community.

Table 2
Female population, normal and actual labor force.

April 1943
14 - 64 years of age
(In thousands)

Age Group	Population	Normal Labor Force	Actual Labor Force	Excess of actual over normal	
				Number	Percent
Total	47,371	13,851	15,430	1,579	11.4
14-19	7,099	1,647	2.096	449	27.3
20-24	6,055	2,852	2,855	3	.1
25-29	5,766	2,023	2,025	2	.1
30-34	5,430	1,750	1,862	112	6.4
35-39	4,980	1,494	1,685	191	12.8
40-44	4,560	1,263	1,528	265	21.0
45-49	4,169	1,037	1,237	200	19.3
50-54	3,742	838	965	127	15.2
55-59	3,108	583	707	124	21.3
60-64	2,462	364	470	106	29.1

Source: Bureau of Labor Statistics

RECRUITMENT

The War Manpower Commission has relied upon voluntary registration and recruitment campaigns to bring into employment the women who have been needed to meet expressed demand in specific areas.

Since the summer of 1942, the United States Employment Service has conducted aggressive campaigns to recruit women in scores of communities throughout the country. The majority of areas which are classified as Group I areas by the War Manpower Commission have had intensive drives with widespread publicity to bring all available women into employment. In many cities this has included a house-to-house canvass conducted in some instances with the cooperation of employers and volunteer workers. Experience has shown that community-wide campaigns, conducted in advance of actual employment opportunities for the women who are available, should not be encouraged. Thousands of women, whom employers are not prepared to engage, change stimulated enthusiasm for a deeper conviction that there is no real need for their services. Therefore, since the beginning of this year, policies of the War Manpower Commission have sought to prevent general recruitment campaigns until the need was established and it could be shown that usual recruitment methods failed to meet employer needs. For this reason, very few areas classified as Group III or IV have had recruiting drives directed to women. Experience indicates that, after the women who can be more readily recruited have become employed, the employment of any further reserve depends on more than appeals and the women's willingness to work.

Unquestionably, far more women have been recruited into the labor market than net increases in the labor force reflect. Some movement out of the labor market cannot be avoided, but a considerable amount of this turnover might be eliminated. Recruitment activities will not produce the necessary net increases unless greater stabilization of the female work force is accomplished.

UTILIZATION OF WOMEN

If continuation on the job and regularity of attendance is to be effected, greater consideration must be given to the special problems confronting employed women. This is particularly important as regards women with household responsibilities who have no previous work experience, since their employment involves the most difficult readjustments. In addition to appropriate induction, training, and orientation to the job--important for all new workers--adaptation of plant and community facilities and services bear a direct relationship to the stabilization of this group in the female work force.

In effecting adaptations for women with household responsibilities, various types of programs must be developed. These include:

1. Part time or Split Shift Arrangements - Satisfactory programs have been worked out at Pratt Whitney Aircraft in East Hartford, Conn., where a full shift is manned by a team of two workers each working four hours a day, six days a week. At the Richmond shipyards in the San Francisco Bay Area, it has proved effective to put a husband and wife on the same shift.

2. Medical Care - While it is generally recognized that adequate provision must be made for care of industrial accidents and illness, new aspects of this program have been emphasized as increasing numbers of women have gone to work. Pre-employment or pre-placement examinations are necessary so that women will be assigned to jobs that do not require excessive expenditure of energy or body strains which jeopardize future health. Through examinations early cases of pregnancy are detected, and proper job placements can be arranged.

A western aircraft plant, for instance, has a very extensive program for preventive medical care. Two doctors and eleven nurses constitute the medical staff and preventive methods rather than curative programs are stressed.

Periodic check-ups are made for employees with suspicious chest conditions, rigid pre-employment examinations are given, a Wasserman test is given yearly to each worker and a physical examination is required upon return to work from illness.

3. Eating Facilities - Some plants have already recognized that the way in which food is served has a definite effect upon the morale and productivity of workers. This is particularly true among women and some adaptation of menus has been initiated to meet this problem.

Minneapolis - Honeywell designed and decorated the plant cafeteria so that it would be as cheerful and pleasant as possible. Mobile units are used to take food throughout the plant so that hot meals are available for those who do not wish to patronize the cafeteria.

Douglas Aircraft, Los Angeles, has a highly organized industrial feeding program and the mobile canteens and many cafeterias are extensively patronized.

4. Counselling - Plant management has become increasingly aware that counselling services particularly for women workers assist in resolving personal difficulties connected with adjusting to a work situation, or in satisfactorily solving problems at home which make continuation of employment difficult. Such services also must be available in the community and often it has been found expedient to have personnel counsellors attached to child care centers.

In Des Moines, Iowa, a counselling service was established by the State Division of Child Welfare in the employment office to advise and assist mothers with their child care problems. The aircraft plants in Southern California have employed large staffs of personnel counsellors who are readily accessible to workers and who have proved of great assistance in keeping women on the job.

5. Child Care - The provision of adequate facilities and supervision for the care of children during the hours a woman is at work has received wide-spread attention among local community groups and through the press.

In New Orleans, following an Office of Civilian Defense survey which ascertained the number of mothers who would accept employment if child care were provided, a plan was established both for nursery schools and extended school programs under the auspices of the city. It is estimated that at least 300 women accepted jobs as a result of this activity. A similarly successful plan was carried out in Shreveport, La.

6. Shopping - Throughout the country individual communities have made many adjustments to enable women war workers to do their necessary shopping without interfering with their jobs. Banks have participated in such programs and some have established a complete banking by mail system. By establishing branch stores on company property or adjacent to the plants workers can make certain types of purchases without the necessity of taking time off. This has proved a successful venture, at Vultee Aircraft, Downey, Cal.

In four large war plants on Long Island a representative of the plant personnel office accepts lists of wanted articles in accordance with daily advertisements of New York stores. This information is relayed to the department store whose representative then calls at the plant with samples from which the employees may order. Delivery is made directly to the workers at the plant. The shopping service initiated at the Pentagon Building, Washington, D. C. has proved very successful. Purchase orders are given to personal shoppers who in turn arrange by phone for delivery of the desired items from Washington department and speciality stores to the Pentagon Building the following day.

7. Commercial Services - Fuel and food distribution services, laundry and dry cleaning have become increasingly important and in order to perpetuate these services, assistance has been given by the WMC in recruiting and stabilizing workers in retail trade and service establishments. Minimum standards have been developed in connection with designations of "locally needed" activities as a part of employment stabilization programs. Recruitment drives have been successfully conducted and the local United States Employment Service office in Washington, D. C., has recently been effective in securing additional workers for commercial laundries. Unless such services are provided, women workers of necessity must take time off to do the family laundry.

The problems discussed above have been approached particularly with reference to utilization of women. In many respects they are equally pertinent in the utilization of all war workers. There are, however, other problems which influence the productivity of all workers. These include adaptations necessary in order to provide transportation so that workers can get to and from their jobs without excessive expenditure of time and energy, schools so that children of war workers can be accommodated, recreation, housing, and medical care.

In the War Manpower Commission, the responsibility for developing programs and procedures to meet the problems discussed above lies in the Bureau of Manpower Utilization. Analyses are made of all the problems which affect the productivity and efficiency of workers and which, if unmet, result in increased turnover, absences, and withdrawals from the labor force. After a determination is made of the problem, a program is developed to meet these needs. The operation of these programs is usually the function of other federal agencies; the War Manpower Commission works with the appropriate agency in adapting or expanding its program so that the necessary services are provided.

In those fields where the War Manpower Commission has a direct responsibility, policies and procedures are developed for the use of the field staff. It should be emphasized that although the concern of the War Manpower Commission lies primarily in identifying the problem and in directing the appropriate agency to solve it, this agency's responsibility is not discharged until a successful solution is found.

Table I.--Estimated manpower
January 1943 t

(In mi

Manpower requirements	6 January 1943			Ju
	Total	Male	Female	Tota
Total labor force	59.4	44.1	15.3	64.8
Armed Forces 4/	7.0	7.0	(5)	9.3
Civilian labor force	52.4	37.1	15.3	55.5
Unemployed	1.4	.8	.6	1.2
Employed	51.0	36.3	14.7	54.3
Agriculture	8.7	7.9	.8	12.1
Nonagricultural emp.	42.3	28.4	13.9	42.2
Munitions 6/	9.1	7.3	1.8	9.6
Other	33.2	21.1	12.1	32.6

Source: January and July 1943 data for civilian labor force, Monthly Report on the Labor Force, Bureau of the Cens agricultural employment from Bureau of Labor Statisti

1/ All data applied to approximately the 10th of the month, e the month.

2/ These figures vary from those issued on June 28 because of at that date.

3/ Estimated.

4/ Net strength. Excludes net attrition due to battle casual

5/ Less than 50,000.

6/ Includes all metal-using industries, metal mining, selecte

er requirements, by sex,
to July 1944 1/

millions)

July 1943 2/			January 1944 3/			July 1944 3/		
tal	Male	Female	Total	Male	Female	Total	Male	Female
3	47.0	17.8	62.3	45.2	17.1	65.9	47.2	18.7
9	9.2	.1	10.8	10.6	.2	11.3	11.0	.3
6	37.8	17.7	51.5	34.6	16.9	54.6	36.2	18.4
2	.6	.6	1.0	.6	.4	1.0	.6	.4
3	37.2	17.1	50.5	34.0	16.5	63.6	35.6	18.0
1	9.8	2.3	8.7	7.9	.8	12.0	9.7	2.3
2	27.4	14.8	41.8	26.1	15.7	41.6	25.9	15.7
6	7.3	2.3	11.3	8.0	3.3	11.6	8.0	3.6
6	20.1	12.5	30.5	18.1	12.4	30.0	17.9	12.1

, unemployed, employed, agriculture, and nonagriculture from
sus. January and July 1943 data for munitions and other non-
ics. Data on Armed Forces from published statements.

except the Armed Forces figures which relate to the first of

of the substitution of actual July figures for forecasts made

lties or other causes.

ed chemicals and rubber industries.

War Manpower Commission
Bureau of Program Requirements, and U.S.
Department of Labor, Bureau of Labor
Statistics

ADVANCE RELEASE ADVANCE RELEASE

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

ADVANCE RELEASE: For Friday Morning Papers, September 3, 1943.

PM-4440-A

This material supplements PM-4440, released for Friday Morning Papers, September 3, 1943, on facts about the nation's womanpower, and is for use in connection with it.

In all training courses sponsored and supervised by the War Manpower Commission women are enrolled. In December, 1941, the percentage of women in the training courses was 4 percent. In May 1943 the percentage had risen to 31 percent of the total.

Vocational Training for War Production Workers

During 1942-43 the public schools of all States in war production training programs trained 679,000 women.

Premployment....374,000 women----38 percent of all trainees.

Supplementary...323,000 women----24 percent of all trainees.

Women have entered all types of courses offered except heavy electric welding, forging and blacksmithing. The largest number have been in aircraft, machine tool, shipwelding and radio communication.

Rural War Production Training

In January 1943, 15.5 percent of all those enrolled for this program were women. In February the percentage had risen to 19.2; in March it was 22.3 percent; and in April 29.9 percent.

In May, 1943, the 49,966 women who were in training constituted 34.2 percent of the total number of persons enrolled. The largest single group of female trainees,---33,657 women----or 67.4 percent of all women in active training were attending courses in processing food for farm families.

Other large groups were in the following courses:

X-20043

(over)

Poultry production courses---5,656 women or 11.3 percent of the total number of women in training.

Egg-production courses---3,620 women or 7.2 percent of the total number of women in training.

Vegetable production courses---2,721 or 5.4 percent of the total number of women in training.

Engineering, Science Management War Training

During 1940-41 women constituted only .7 of one percent of the enrollment of 120,000. (Program was limited to engineering.)

During 1941-42 women constituted 8.7 percent of the total of 483,503 enrolled. (Chemistry, physics and management added.)

During 1942-43 there developed a critical labor shortage in technically trained personnel and it became necessary to accept all women capable of training. The percentage rose to 21.5 percent of a total enrollment of 532,682.

Since December 1942 women constitute about 23 percent of total enrolees and it is believed this will remain fairly constant from now on.

Training Within Industry

To date Training Within Industry has trained approximately 725,000 workers. Of these at least 75,000 or, probably, 90,000 have been women and have successfully completed their courses. In the Army Supply Forces, where more than 112,000 supervisors of civilian personnel have completed Training Within Industry programs, the percentage of women runs appreciably higher than in most industrial establishments with a larger proportion of women employees and more women supervisors. There, again, the Army has made no distinction as to the male or female in its records of supervisors designated for training.

You are cordially invited to participate
in an important wartime information program
devoted to the use of

NATIONAL MAGAZINE COVERS

on the theme of

WOMEN IN
NECESSARY CIVILIAN JOBS

for Labor Day, 1943

Sponsored by the

OFFICE OF WAR INFORMATION

and

WAR MANPOWER COMMISSION

Why the September cover promotion?

The manpower problem today is in great part a womanpower problem. As men steadily are inducted into military service, the jobs they leave behind must be filled by women, older men, and minority groups—but mostly by women. It is impossible to continue to wage offensive war without making use of more of the nation's unused womanpower. By the end of 1943, it is estimated that 17,400,000 women must be at work. Not necessarily in the factories, but in stores, trains, schools, offices.

The need for more civilian workers in all the necessary trades, services, and professions has not yet been driven home to most of us. Millions of childless women, and women with children over 14, who are not working outside their homes, as well as their husbands and fathers, must be made aware of the patriotic duty women have to go to work in time of total war.

Any job a woman takes which releases a man for military service or heavy industrial work is a *war job.* It is believed that the use of national magazine covers to depict these jobs, plus the use of articles and editorials on the subject of necessary civilian work, can effectively educate millions of magazine readers.

What kind of September covers?

National magazines which are on the newsstands on Labor Day, September 6, 1943, are asked to show a photograph, painting, or drawing of a woman or women doing the sort of work not fully appreciated as war work but which, in a total war, *is* war work. This includes the hard, the strenuous, the unglamorous work of women in agriculture, communications, education, medical care, restaurants, hotels, stores, transportation, office work. The covers will be, in effect, a salute to the unsung heroines of the home front, who have rolled up their sleeves and pitched into full-time paid work.

The choice of job, the type of illustration, the cover design, are all entirely up to the individual magazine. It is requested, however, that each cover carry the insignia of the womanpower program, reproduced elsewhere in this leaflet, to identify the subject of the cover illustration as a woman war worker, and to make the point that factory workers and members of women's military auxiliaries are not the only war workers.

A list of civilian jobs for women described by the War Manpower Commission as "necessary" may be obtained from the Magazine Division, Office of War Information.

Choice of subjects for covers

It is requested that magazines notify the Magazine Division, Office of War Information, as they select subjects for their covers. Magazines thus may establish unofficial priorities on their subjects in the event other national magazines in the same classification choose the same subjects. Absence of duplication of idea is not guaranteed. But an effort will be made to notify all magazines choosing subjects, after one magazine has established a priority, so that duplication between competing magazines can be avoided as much as possible.

COVER COMPETITION

The Museum of Modern Art, New York City, is offering eight prizes for the best covers in each of eight national magazine classifications. Prizes will consist of citations, plus honor awards at the discretion of the judges. Judges will be selected by the Museum of Modern Art, to be announced, and the prize-winning covers will be exhibited at the Museum in September. Photographs, paintings, and drawings are all eligible.

The citations will be awarded after judgment on the following three points:

1. Excellence of design
2. Communication of the message
3. Suitability to the magazine's audience

The eight classifications in which cover designs may be submitted are:

General Weekly Magazines
General Monthly Magazines
Women's Magazines and Fashion Magazines
Trade Magazines
Youth Magazines
Home and Farm Magazines
Motion Picture, Radio, and Theatrical Magazines
Professional and Educational Magazines

Advance copies of the magazine covers should be sent before September 1, 1943, to Mr. Monroe Wheeler, Director of Exhibitions, Museum of Modern Art, 11 East 53d Street, New York City, accompanied by a notification from the editor of the magazine as to the classification in which each entry is to be judged. The judging will take place on Thursday, September 2, 1943, at the Museum of Modern Art. Winners will be notified by telegraph immediately following the judging.

The insignia of the Womanpower Program, reproduced above, is for incorporation in the cover designs of national magazines appearing on Labor Day, 1943. It may be used in any size and any color desired by the magazines.

GPO 16—34266-1

Magazine Division

OFFICE OF WAR INFORMATION

Social Security Building • Washington, D. C.

MOBILIZATION POLICIES — OCT. 1943

L [redacted], [redacted], Robinson
to file

EMPLOYMENT STABILIZATION PROGRAM

For the

WASHINGTON, DISTRICT OF COLUMBIA, AREA

WAR MANPOWER COMMISSION
The Rochambeau
185 Connecticut Avenue
Area Office

October 15, 1943

7-2453-P1 of 43-NOBU-COS-WP

I N D E X

EMPLOYMENT STABILIZATION PROGRAM
FOR THE WASHINGTON, D.C. AREA

Appendix

A. List of National Critical Occupations.

B. List of Local Shortage Occupations.

C. List of Restricted Activities

D. Facsimile of Statement of Availability

E. Locally Needed Activities

F. Amendments

EMPLOYMENT STABILIZATION PROGRAM
for the
WASHINGTON, D.C. AREA

I. PURPOSE

In order to promote the most efficient mobilization, utilization, and stabilization of manpower, and to eliminate, so far as possible, the waste of manpower due to disruptive recruitment and undue migration of workers the Area Director of the War Manpower Commission, with the concurrence of the Area War Manpower Committee and the Regional Director, has adopted this stabilization program for the period stated in Section XIX below

II. DEFINITIONS

As used in this employment stabilization program:

A. Area Covered is the Washington, D. C. Area, comprising the District of Columbia, Montgomery and Prince Georges Counties in Maryland, Arlington and Fairfax Counties and the City of Alexandria in Virginia.

B. Essential Activity means any activity included in the War Manpower Commission List of Essential Activities.

C. Locally Needed Activity means any activity approved by the Regional Manpower Director as a locally needed activity.

D. State includes Alaska, Hawaii, and the District of Columbia.

E. Agriculture means those farm activities carried on by farm owners or tenants on farms in connection with the cultivation of the soil, the harvesting of crops, or the raising, feeding or management of livestock, bees and poultry, and shall not include any packing, canning, processing, transportation or marketing of articles produced on farms unless performed or carried on as an incident to ordinary farming operations as distinguished from manufacturing or commercial operations.

F. Employer means any person, firm, corporation, or the Federal Government who employs persons for consideration except as indicated in

"Exclusions." Under this definition the Civil Service Commission represents the Federal Government as an employer insofar as positions subject to the Civil Service Act and Rules are concerned.

G. Referral means a statement issued by the United States Employment Service sending a worker with his consent to a specific job with a specific employer, for consideration of hiring by such employer.

H. New Employee means any individual who has not been in the employment of the hiring employer at any time during the preceding 30-day period. For the purpose of this definition, employment of less than seven days' duration and employment which is supplemental to the employee's principal work shall be disregarded.

J. Critical Occupation means any occupation designated as a critical occupation by the Chairman of the War Manpower Commission. The List of critical occupations is attached to this program as Appendix A.

K. Local Shortage Occupation means any occupation designated as a local shortage occupation by the Area Director. The list of local shortage occupations is attached to this program as Appendix B.

L. A Restricted Activity means any activity designated by the Area Director as subject to the hiring procedure of Section VII for the purpose of more efficient distribution of manpower.

M. The terms employment and work as applied to an individual engaged in principal and supplementary employment mean his principal employment.

N. Locality means the Area as stated in IIA above. For purposes of railroad employment, locality means the railroad operating division.

O. Record of Prior Employment is a written certification by an applicant for employment containing the name and location of each employer for whom he has worked during the 60 days preceding such application, his occupation and the date of separation from his most recent employer.

P. Solicitation means the initiation of contact with an individual orally or through written or published communication for the purpose of inducing him to accept employment. The furnishing of employment information by an employer or his agent to individuals who voluntarily and without solicitation make inquiry is not deemed to be soliciting.

III. CONTROL OF HIRING AND SOLICITATION OF WORKERS

All hiring and solicitation of workers in, or for work in, the Washington Area shall be conducted in accordance with this employment stabilization program.

IV. HIRING PROCEDURES

A. A new employee, who during the preceding 60-day period was engaged in an essential or locally needed activity, may be hired only if such hiring would aid in the effective prosecution of the war. Such hiring shall be deemed to aid in the effective prosecution of the war only if:

(1) such individual is hired for work in an essential or locally needed activity or for work to which he has been referred by the United States Employment Service, and

(2) such individual presents a statement of availability from his last employment in an essential or locally needed activity, or is referred by the United States Employment Service of the War Manpower Commission, or is hired with its consent, as provided herein.

B. A new employee, who during the preceding 60 days was not engaged in an essential or locally needed activity, may be hired only if he signs a record of prior employment, or is referred by the United States Employment Service.

C. Employers shall retain and file statements of availability, referral cards, and records of prior employment, and shall make them available for inspection upon request by a representative of the War Manpower Commission.

V. ISSUANCE OF STATEMENTS OF AVAILABILITY BY EMPLOYERS

An individual whose last employment is or was in an essential or locally needed activity shall receive a statement of availability from his employer if:

A. He has been discharged, or his employment has been otherwise terminated by his employer, or

B. He has been laid off for an indefinite period, or for a period of seven or more days, or

C. Continuance of his employment would involve undue personal hardships, or

D. Such employment is or was at a wage or salary or under working conditions below standards established by State or Federal law or regulation, or

E. Such employment is or was at a wage or salary below a level established or approved by the National War Labor Board (or other agency authorized to adjust wages or approve adjustments thereof) as warranting adjustment, and the employer has failed to adjust the wage in accordance with such level or to apply to the appropriate agency for such adjustment or approval thereof.

VI. ISSUANCE OF STATEMENTS OF AVAILABILITY BY UNITED STATES EMPLOYMENT SERVICE

A. A statement of availability shall be issued promptly to an individual when any of the circumstances set forth in Section V is found to exist in his case. If the employer fails or refuses to issue a statement the United States Employment Service of the War Manpower Commission, upon finding that the individual is entitled thereto, shall issue a statement of availability to the individual.

B. A statement of availability shall be issued by the United States Employment Service to any individual in the employ of an employer who the War Manpower Commission finds, after notice, hearing and final decision, has not complied with any War Manpower Commission employment stabilization program, regulation or policy, and for so long as such employer continues his non-compliance after such finding.

C. If an individual is employed at less than full time or at a job which does not utilize his highest recognized skill for which there is a need in the war effort, the United States Employment Service may, upon his request, refer him to other available employment in which it finds that the individual will be more fully utilized in the war effort.

D. The issuance of a referral card by the United States Employment Service shall constitute a certification that the employee is eligible under War Manpower Commission regulations and this program for employment to which he is being referred and there shall be no obligation on the new employer to inquire with respect to said eligibility.

E. A worker seeking a statement of availability or a referral to employment under any circumstances except where he has been laid off or discharged from his last employment by his employer, shall remain on his job until the statement is issued, unless remaining on the job would subject him to undue personal hardship.

II. WORKERS WHO MAY BE HIRED ONLY UPON REFERRAL BY THE UNITED STATES EMPLOYMENT SERVICE

The new employee may not be hired solely upon presentation of a statement of availability or a record of prior employment, but may be hired only upon referral by, or in accordance with arrangements with, the United States Employment Service when:

A. The new employee is to be hired for work in a critical or local shortage occupation, or his statement of availability indicates that his last employment was in such occupation.

B. The new employee is to be hired for work in a restricted activity listed in Appendix C, or his Statement of Availability indicates that his last employment was in such activity.

C. The new employee has not lived or worked in the locality of the new employment throughout the preceding 30-day period provided that no such individual shall be referred to employment unless he presents an inter-area release issued by the United States Employment Service office covering his most recent place of employment (or residence, if not previously employed).

D. The new employee's last regular employment was in agriculture and he is to be hired for non-agricultural work, provided that no such individual shall be referred to non-agricultural work, except after consultation with a designated representative of the War Food Administration, and provided that such an individual may be hired for non-agricultural work for a period of not to exceed six weeks without referral or presentation of a statement of availability, but only inaccordance with arrangements with the United State Employment Service.

VIII. INTER-AREA MOVEMENT OF WORKERS

No worker employed in this area and desiring to seek employment or who is offered employment outside of this area, shall accept such employment without an inter-area release from his local United States Employment Service office. Such releases shall be issued only if the worker meets the requirements of this program for referral or issuance of statement of availability and cannot be employed full time in his highest skill in essential or locally-needed activity in this area, or because of undue personal hardship. This section shall not apply to transfers within the Federal Service.

IX. SPECIAL HIRING PROVISIONS

A. Railroads, and other employers subject to the Railroad Retirement Act or the Railroad Unemployment Insurance Act, shall hire new workers who have not worked (or resided, if not previously employed) within the locality of the new employment in the 30 days preceding such hiring only through the Railroad Retirement Board's Employment Service. All orders for such workers shall be cleared by the latter agency with the United States Employment Service before recruiting from outside the area is undertaken.

B. Since appointments to the Departmental Service of the Federal Government in Washington, D.C. are required by law to be apportioned among the several states, the Civil Service Commission is not required to secure clearance from the United States Employment Service before recruiting outside the area to fill such positions, and persons recruited to fill such positions may be hired without clearance from the United States Employment Service in this area. However, the provisions of any employment stabilization program in effect in the area from which the person is recruited will be complied with. Hiring by departments and agencies of the Federal Government for positions which are subject to the rules and regulations of the United States Civil Service Commission, which, so far as is consistent with the laws under which it operates, shall conduct its recruiting activities and make referrals in accordance with the War Manpower Commission's policies, procedures and standards. The provisions of this plan shall not be applicable to transfers between agencies of the Federal Government. Except as indicated, the Civil Service Commission shall clear its job openings with the local United States Employment Service office before recruiting outside the area. The District of Columbia Government shall conform with the provisions of this program insofar as positions subject to the Civil Service Act and Rules and the Joint Regulations are concerned.

C. Section VII-B does not apply to the hiring of non-local workers by the War Shipping Administration. This agency shall conduct its recruitment activities and make referrals in accordance with the War Manpower Commission's policies, procedures and standards.

X. EXCLUSIONS

No provisions of this employment stabilization program shall be applicable to:

A. The hiring of a new employee for agricultural employment;

B. The hiring of a new employee for work of less than seven days' duration, or for work which is supplementary to the employee's principal work; but such work shall not constitute the individual's "last employment" for the purposes of the program, unless the employee is customarily engaged in work of less than seven days' duration;

C. The hiring of an employee in any Territory or possession of the United States, except Alaska and Hawaii;

D. The hiring by the legislative and judicial branches of the Federal Government or by a foreign, State, county, or municipal government, or to the hiring of any of their employees, unless such legislative or judicial branches of the Federal Government or foreign, State, county, or municipal government or political subdivision or agency or instrumentality has indicated its willingness to conform, to the maximum extent practicable under the Consitution and laws applicable to it, with the program;

E. The hiring of a new employee for domestic service, or to the hiring of a new employee whose last regular employment was in domestic service;

F. The hiring of a school teacher for vacation employment or the rehiring of a school teacher for teaching at the termination of the vacation period.

XI. APPEALS

Any worker or employer may appeal from any act or failure to act by the War Manpower Commission under the employment stabilization program, in accordance with regulations and procedures of the War Manpower Commission. The granting or denial of a statement of availability by the United States Employment Service of the War Manpower Commission may be appealed by an affected employer or employee provided an appeal is filed in writing within seven days from the date of such determination, with the United States Employment Service local office.

XII. CONTENT OF STATEMENTS OF AVAILABILITY

A statement of availability issued to an individual pursuant to the program shall contain only the individual's name, address, social security account number, if any, the name and address of the issuing employer, or War Manpower Commission officer and office, the date of issuance, a statement as to whether or not the individual's last employment was in a critical occupation, and such other information not prejudicial to the employee in seeking new employment as may be authorized or required by the War Manpower Commission. Statements of availability shall conform to the form attached hereto as Appendix D.

XIII. SOLICITATION OF WORKERS

No employer shall advertise or otherwise solicit for the purpose of hiring any individual if the hiring of such an individual would be subject to restrictions under the employment stabilization program, except in a manner consistent with such restrictions.

XIV. HIRING

The decision to hire or refer a worker shall be based on qualifications essential for performance of or suitability for the job, and shall be made without discrimination as to race, color, creed, sex, national origin, or except as required by law, citizenship.

XV. REPRESENTATION

Nothing contained in the program shall be construed to restrict any individual from seeking the advice and aid of, or from being represented by the labor organization of which he is a member or any other representative freely chosen by him, at any step in the operation of the program. Nothing contained in this program shall change, modify, or restrict any collective bargaining agreement existing between the bargaining agency of the employees and their employers.

XVI. GENERAL REFERRAL POLICIES

No provision in the program shall limit the authority of the United States Employment Service to make referrals in accordance with approved policies and instructions of the War Manpower Commission.

XVII. RELEASE OF WORKERS HIRED CONTRARY TO THE PROGRAM

If the War Manpower Commission determines that an employer has hired any worker contrary to this program, the employer shall upon notice of such determination release the worker from his employ. Any worker so released shall be referred to his last previous employer if that employer desires to rehire him; and if not, then to employment by the United States Employment Service or by the hiring union where he will contribute most to the furtherance of the war program.

XVIII. ENFORCEMENT

In addition to the action provided for in Section VI B the Area Director shall take such additional action as is necessary to effect compliance with this program in accordance with the provisions of Section 9 of the President's Executive Order No. 9279.

XIX. EFFECTIVE DATE

The provisions of this program shall become effective October 15, 1943 and shall continue in effect, unless sooner cancelled, for a period to end 30 days after the cessation of hostilities between this nation and all other nations with which we are at war.

All programs in force as of the above effective date, are superseded by this program.

XX. INTERPRETATIONS AND PROCEDURES

Interpretations of this program and instructions or procedures relative to its operation shall be issued from time to time, as may be necessary, by the Area Director of the War Manpower Commission.

XXI. AMENDMENTS

This program may be altered or amended in the same manner as provided for in its original adoption.

APPENDIX A

August 16, 1943
General Order No. 10
List of Critical Occupations

By virtue of the authority vested in me as Chairman of the War Manpower Commission by Executive Orders Nos. 9139 and 9279, I hereby designate the following occupations as those constituting the War Manpower Commission "List of Critical Occupations."

Part I - Production and Services Occupations

Aircraft-Engine Mechanic, All Around
Aircraft-Engine Tester, All Around
Aircraft-Instrument Mechanic, All Around
Aircraft Mechanic, All Around
Airplane Navigator
Airplane Pilot, Commercial
Airship Mechanic, All Around
Ballistician
Bessemer Converter Blower
Blacksmith, All Around
Blast Furnace Blower
Blaster, Mining
Boatbuilder, Steel or Wood, All Around
Boilermaker, All Around
Boring-Mill Operator, All Around
Bricklayer, Refractory Brick
Cabinetmaker, All Around
Cable Splicer, Telephone, Telegraph or Submarine Cable
Cable Transmitter and Receiver
Cam-Lay-Out Man
Car Inspector, Railroad Transportation
Catalytic-Converter Engineer, Synthetic Rubber
Cementer, Oil Well
Chainmaker, All Around
Chamberman, Acid
Coke Burner
Computer, Electric, Gravity, or Seismic
Conductor, Railroad Transportation
Continuous-Still Engineer, Synthetic Rubber
Converter Operator, Nonferrous Smelting & Refining
Coppersmith, Marine, All Around
Coremaker, All Around
Cutting Machine Runner, Mining
Diamond Driller, Mining
Die Maker, All Around
Die Setter

Die Sinker, All Around
Diesel Mechanic, All Around
Dispatcher, Radio Communications, Telegraph or Submarine Cable
Diver
Driller, Fine Diamond Dies
Driller, Oil Well, Cable or Rotary
Electrical Tester, Power Equipment
Electrician, Airplane, Marine, Power House, or Submarine Cable, All Around
Electrician, Installation and Maintenance, All Around
Engineer, Chief, First, Second, or Third Assistant, Ship
Engineer, Locomotive, Railroad Transportation
Engineer, Turbine or Diesel
Engineering Draftsman, Design
Finisher, Fine Diamond Dies
First Helper, Open Hearth or Electric Furnace
Flight Dispatcher
Foreman:

Included under this designation are only those individuals who are (1) utilizing in their supervisory jobs the knowledge and skills of one or more of the occupations included in the List of Critical Occupations, and (2) those who supervise directly or through subordinate foremen and supervisors production, technical, or scientific work in essential activities, although the occupations of the workers supervised may not be listed. The second category includes only individuals who must be in jobs requiring an extensive knowledge of the production, technical or scientific work they are supervising, the exercise of independent judgment and responsibility for the products made or services rendered, and a training period of two or more years. In some plants, the supervisory personnel may be designated by other than supervisory titles, and where they meet the requirements outlined above they are included.

Form Builder, Aircraft
Glass Blower, Scientific Laboratory Apparatus
Heater, Steel Mill, All Around
Heat Treater, All Around
Hoisting Engineer, Mining
Inspector:

Included under this designation are only those workers who are qualified to perform in one or more of the critical occupations appearing in this list, and who utilize the knowledge and skill of such occupations in inspecting work in order to insure uniformity and accuracy of products or services.

Installer, Telegraph or Telephone Equipment
Instructor
Included under this designation are only those workers who are qualified to perform in one or more of the critical occupations listed and because of their aptitude and experience have been assigned as instructors in training programs either in-plant or vocational
Instrument Maker and Repairer, Electrical, Mechanical, or Scientific
Jewel Bearing Maker, All Around
Jointer, Submarine Cable
Lay-Out-Man, Boilermaking, Foundry, Machinery, or Shipbuilding
Lead Burner, All Around
Lineman, Power, Telegraph, or Telephone, All Around
Load Disptatcher, Power or Gas
Locomotive Engine Repairman
Loftsman, Aircraft or Shipbuilding
Loom Fixer
Machine Driller, Mining
Machine Tool-Set-Up-Man
Machinist, All Around
Machinist, Marine, All Around
Mate, First, Second, or Third
Mechanician, Communications Equipment
This title includes individuals who maintain and repair telephone and telegraph equipment and circuits; technical broadcast equipment; radiotelephone and radiotelegraph equipment; or submarine cable apparatus
Miller, Grain Products, All Around
Millwright
Miner, Underground, All Around
Included under this title are only those individuals whose job assignment requires them to perform the duties involved in driving underground openings including drilling, blasting, timbering. Due to standardizations of mining methods these functions may be performed by separate individuals whose occupational titles also appear in this list because the jobs meet the criterion of critical occupations. Since the term "Miner" is generally used in the industry to identify underground workers, it should be clearly understood that it does not cover such workers as muckers, trammers, and helpers.
Molder, Bench or Floor, All Around
Model Maker, All Around
Observer, Seismic
Oil Well Gun Perforator
Oil Well Treater, Acidising

Optical Mechanic, All Around
Paper Making Machine Engineer
Patternmaker, Metal or Wood
Pipe Fitter, Marine
Powershovel Engineer, Mining
Precision Lens Grinder, All Around
Pulpit Operator, Steel Mill
Pumper, Refinery, in Charge
Purification Engineer, Synthetic Rubber
Radio Communications Technician
Radio Telegrapher
Radiophoto Technician
Reactor Engineer, Synthetic Rubber
Receiver Tester, Radio or Radar
Refrigerator Equipment Repairman, Gas or Electric, All Around
Refrigerator Engineer
Sheetmetal Worker, Marine, All Around
Shipfitter, All Around
Shipwright, All Around
Ship Rigger, All Around
Ship Captain
Ship Pilot
Signal Maintainer
Still Operator, Chemical, All Around
Stillman, Petroleum Processing
Superintendent, see Foreman
Supervisor, see Foreman
Switchboard Operator, Power
Tanner, All Around
Testing and Regulating Technician, Telegraph or Telephone
Timberman, Mining, All Around
Tool Designer
Tool Maker
Train Dispatcher
Transmission Engineer
Tugboat Captain
Tugboat Engineer
Wood Seasoner, Kiln
X-Ray Equipment Serviceman

Part II - Professional and Scientific Occupations*

Accountant
Included under this title are Certified Public Accountants and those who have comparable training, experience, or responsibilities.
Agronomist

Anatomist
Architect, Naval
Astronomer
Bacteriologist
Chemist
Engineer, Professional or Technical

This title covers persons who are actually engaged as engineer in the operating, research, or teaching phases of these professions, who are qualified either by having met the educational requirements or because of long experience. In addition, this title is intended to include those individuals who may specialize in certain phases of the professions listed below, such as Mechanical Engineers who specialize in the automotive, heating or refrigerating engineering field but whose special designations have not been mentioned.

Aernautical	Marine
Agricultural	Mechanical
Ceramic	Metallurgical
Chemical	Mining
Civil	Petroleum
Communications	Radio
Electrical	Safety

Entomologist
Forester
Geologist
Geophysicist
Horticulturist
Mathematician (including Cryptanalyst)
Metallurgist
Meteorologist
Nematologist
Oceanographer
Parasitologist
Pathologist, Medical
Pharmacologist
Physicist
Physiologist, Medical
Plant Pathologist or Physiologist
Seismologist

*The titles appearing in this critical list of Professional, Technical, and Scientific Occupations are also intended to cover those persons who are engaged in full-time teaching of these professions. In addition, they cover persons engaged in full-time inspecting duties which require the utilization of the knowledge of the critical occupations.

Approved: [signature] Chairman
Effective Date: August 16, 1943
Original filed in office of the Chief, Administrative Service

APPENDIX B

LIST OF LOCAL SHORTAGE OCCUPATIONS

AUTOMATIC OIL BURNER AND STOKER MECHANICS

BAKERS

BUTCHERS

COOKS & CHEFS

ELECTRIC MOTOR & EQUIPMENT REPAIRMEN

ELEVATOR MECHANICS

FUEL OIL TANK DRIVERS

GARAGE MECHANICS

LAUNDRY SUPERINTENDENTS

MAINTENANCE MECHANICS IN LOCALLY NEEDED ACTIVITIES

STATIONARY ENGINEERS

STEWARDS

APPENDIX C

LIST OF RESTRICTED ACTIVITIES

SHOE REPAIR INDUSTRY (Except BootBlacks)

WORKER	Last Name	First	Middle	UNITED STATES EMPLOYMENT SERVICE of the WAR MANPOWER COMMISSION
	Address		S.S.Acct. No.	

STATEMENT OF AVAILABILITY

Under the War Manpower Commission Stabilization Program, this Statement of Availability is issued to the worker whose name appears above.

He is or most recently was employed as _____ (Occupation) in _____ (Industry)

Check Proper Block:

1. ☐ He may be employed ONLY UPON REFERRAL BY OR BY ARRANGEMENT WITH THE UNITED STATES EMPLOYMENT SERVICE

2. ☐ He may be employed ONLY UPON REFERRAL BY _____ (Authorized Agency)

3. ☐ He may be hired only for work in "LOCALLY NEEDED" or "ESSENTIAL" Activity.

4. ☐ (Reserved for USES)

By _____ (Employer or Mgr. of USES) Address _____ Tel. No. _____

Signed _____ (Authorized Official) Title _____ Date _____

NOTICE TO EMPLOYER HIRING THIS WORKER

This Statement of Availability should be retained in your files, and be available for inspection

Form USES-528 (Rev.) Budget Bureau No. 11-R014 1 Approval Expires 10-31-44

7-2453-P41-NOBU COS-WP

Collins--WMC 3336

THE OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

For Immediate Release
Thursday, September 16, 1943. PM-4445

The following statement on Manpower Utilization was issued today by the War Manpower Commission:

Better utilization of our work force is the primary means of getting the manpower needed to supply productive establishments of the nation. Labor reserves in shortage areas have been exhausted, and the common lack of community services and facilities in such areas usually makes it impossible or undesirable to bring in more workers. In shortage areas, therefore, more effective utilization of the existing labor force is necessary if vital production schedules are to be met.

Where there has been rapid mobilization of manpower, utilization is not always at its highest level. This is not necessarily a reflection on employers. When a plant has expanded its labor force several times examples of ineffective use of manpower are certain to follow.

With the increasingly critical shortages of labor in various areas of the county, it becomes necessary that utilization procedures in these areas be more closely integrated with day to day manpower operations. For example, under the West Coast Program manpower officials will have to make decisions on the relative positions of plants on the priority referral list, the setting of employment ceilings, the characteristics (sex, skill, or other) of workers who may be referred to an employer, and the automatic issuance of statements of availability to an employer's workers. No decision should be made on these points without taking into consideration the effectiveness with which employers are utilizing the manpower already in their plants.

Knowledge of the effectiveness of labor utilization is extremely important. One great value of programs such as those of the West Coast and Buffalo is that they provide methods of dealing justly with employers. In any case in which an employer has his employment ceiling lowered or is taken from a priority referral list, such action makes it possible to provide workers to another employer, whose utilization record is better and whose manpower need therefore is more justifiable. Where production urgencies are equal, the plant with the better manpower utilization record and the proven manpower needs will rank highest on the priority list.

In the Buffalo plan, which has been in operation since June 14, the Labor Requirements Committee has refused priority standing to firms because of inadequate utilization of their labor force.

(over)

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The manpower utilization consultants are responsible for conducting utilization surveys to determine how efficiently plants use their workers and the malpractices that exist. When a plant shows symptoms of underutilization, such as high absenteeism and turnover rates, low productivity per man-hour, or unplanned Selective Service withdrawals, the utilization consultant will be needed to assist management in determining the causes and to find methods of making improvements. In conducting this survey the utilization consultant will examine placement policies, transfer and promotion plans, plans for job simplification, working conditions within the plant, methods of supervision, scheduling of shifts, wage incentive systems, production scheduling and controls, and any other practices and operations within the plant that appear basic to manpower utilization.

In conducting utilization surveys and in putting their recommendations into effect, the consultant must secure the fullest cooperation of management, organized labor, labor-management committees, and interested government or private agencies, where they exist. When utilization surveys are made at the request of the plant, the consultant makes his recommendations to management. In the West Coast and Buffalo areas the consultant probably will need to make recommendations both to management and to appropriate local manpower officials. In these critical areas these officials will make their decisions as to referrals, employment ceilings, and issuance of certificates of availability, on the basis of whether or not these recommendations have been accepted and put into effect.

Sometimes ineffective use of labor may be caused by factors which lie outside the plant and are not entirely subject to correction of management. For example, it may be shown that absenteeism and turnover are due in part to inadequate housing, transportation, shopping facilities, recreation facilities medical, hospital and nursing facilities, child-care facilities, or to inconvenient hours for shopping, and visiting ration boards. When an investigation indicates that such factors as these underlie absenteeism (and to a considerable extent turnover) it is the function of members of the utilization staff to work with appropriate government or community agencies to overcome or improve conditions.

The Bureau of Manpower Utilization recognizes that there is ineffective use of labor in government establishments as well as in private enterprise. For that reason there is established in the Bureau a division of government agencies, composed of employees of the Civil Service Commission, whose function it is to encourage more effective use of federal employees. Such studies have already been made in a number of arsenals and air depots, and plans for expansion of the work are being made.

In addition to the utilization survey, two other important survey tools are available to management and employed by the Bureau of Manpower Utilization. They are the Manning Tables and the Occupational Analyses.

The Manning Table represents one of the important developments of the WMC. It was inaugurated in the fall of 1942 and to date approximately 8,000 establishments essential to the war effort are now active participants.

The plan has the following threefold purpose:

1. Gives the employer a means by which he may present a complete and authoritative picture of the labor situation to the State Director of Selective Service in the State in which the plant or activity is located. It thereby provides the basis for withdrawal of workers at a rate that will allow time for others not suitable for military duty to be trained to replace them. It also provides a basis by which requests for deferment of those considered irreplaceable may be decided on facts rather than opinions.

2. The plan serves to crystallize problems of maximum labor utilization in the minds of employers. It points to practical solutions in so far as they can be found in the plant or through intelligent forecasting of manpower requirements.

3. The plan provides the War Manpower Commission and other governmental agencies concerned with manpower problems with reliable data for use in setting up coordinating programs for recruiting, training, and replacing workers.

Occupational Analyses are plant studies made as a service to management by occupational analysts assigned to the War Manpower Commission's field offices. The principal part of each study consists of a manning table, including a complete inventory of jobs in the plant, the training time required for each job, the number and sex of workers, the number of physically handicapped persons employed, the distribution of male employees by Selective Service status, and the estimated future labor needs.

A few examples of the work done by Bureau of Manpower Utilization consultants and occupational analysts follow:

Case Histories of Effective Manpower Utilization

An eastern munitions plant, faced with the necessity of adding 2,000 persons to its labor force was having difficulty in maintaining employment at current levels. The plant was losing an average of 42 employees a day. An inadequate housing situation was further aggravated by the hostile attitude of the community, which feared that new residents would fail to comply with city regulations concerning conservation of water and garbage disposal. The time-keeping system and pay-roll procedure was muddled, personnel policies were apathetic and estimates of plant labor requirements were grossly inaccurate.

After a survey of the plant, manpower utilization consultants recommended that: (1) new executive personnel be hired; (2) an employee be charged with the responsibility for determining the availability of housing accommodations in the community; (3) no clearance be accepted except where housing was available; (4) an employee be assigned as liaison officer between the plant and its employees and the community, so that all sources of friction could be removed; (5) a new ES-270 report based on a complete review of needs be submitted, and a full-time representative of the USES be placed in the plant to keep daily records of exact needs; and (6) careful exit interviews be inaugurated.

The recommendations were accepted, with the following results: absenteeism has dropped remarkably; turn-over has declined; separations have decreased from 42 to 12 a day; and the working force has been increased by 1,000, with a real possibility of reaching the desired 2,000 goal.

* * *

At the direction of a regional chief of manpower utilization, an analysis was made of the replacement schedules of an important midwestern ordnance plant. The total labor force was found to be badly over-loaded with white-collar workers. More than 500 of such administrative and supervisory employees were released to war work elsewhere, without decreasing plant production.

* * *

A company with a contract to build ship sections filed manning tables with WMC. When the contract was stopped abruptly, several hundred workers were released from the steel fabricating departments. At the same time, new contracts were approved for the building of wooden freight cars. After careful analysis of individual work histories, a large number of the men who had been working on ships were found capable of working on the wooden freight cars and also in the plant's bomb department. With the aid of the manning tables 400 transfers were effected involving 18 separate departments. If the tables had not been available, many man-hours would have been lost because of slower transfers and errors in reassignment of workers.

In a food dehydrating and canning plant, a manpower utilization consultant studied production methods to see whether more women and older workers could be employed. He found filled cans being moved through a number of operation in hand trucks and suggested installation of a conveyor system. A month later he visited the plant and found the conveyor system operating efficiently. In one part of the plant a 67-year-old man is now doing work that formerly required four young men. Other food processing plants in the same midwestern area now have requested services of this consultation to advise on changes in methods which will allow use of more women.

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UNITED STATES DEPARTMENT OF LABOR
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BUREAU OF LABOR STATISTICS
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WOMAN WORKERS IN TWO WARS

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Woman Workers in Two Wars

By Mary Robinson, *U. S. Women's Bureau*

THE present war has revived an interest in the number of woman workers and their importance in the First World War. No exact comparison of the extent of women's employment in the two wars can be given, owing to lack of comprehensive data for 1917–18. However, it is known that there were over 8½ million woman workers at the time of the January 1920 decennial census—a little more than a year after the close of the war and after curtailment in war industries, general demobilization of the troops, and some leveling off of the emergency peak employment of women.

In view of the 18 million woman workers envisioned by authorities as a likely total to be attained in this country by July 1944, it seems safe to assume that the number of women in employment during the present war will be double that in the first, when the armistice was signed after 19 months of war with a total of over 4 million men under arms. Against this can be set the 9.3 million men in the armed forces in July 1943 (19 months after the present conflict began) and the anticipated number of 11.3 million if the war continues until July 1944.

In discussing the current employment of women, table 1, presenting the number and proportion of woman wage earners according to the decennial censuses from 1870 to 1940, serves as a helpful background, indicating the tide of women's employment in this highly industrialized country.

Table 1.—*Trend in Woman Labor Force, 1870 to 1940*

Year	Women in the labor force [1]		
	Number	Percent of all persons in the labor force	Percent of all women of working age
1870	1,836,288	14.7	13.1
1880	2,647,157	15.2	14.7
1890	4,005,552	17.2	17.4
1900	5,319,397	18.3	18.8
1910	7,444,787	19.9	21.5
1920	8,636,512	20.4	21.4
1930 [2]	10,752,116	22.0	22.0
1930 [3]	10,679,048	22.0	24.3
1940	12,845,259	24.3	25.4

[1] Gainfully occupied women 1870 to 1930, women in the labor force (employed, seeking work, or on public emergency work) in 1940. Figures before 1940 are for persons 10 years old and over; figures for 1940 are for persons 14 years old and over; both these age groups are shown for 1930. Data for 1890 to 1930 are corrected figures from the Census release "Age Composition of the Nation's Labor Force: 1890 to 1930," October 1938.
[2] 10 years old and over.
[3] 14 years old and over.

At the 1940 census—taken the last week in March, 2 months before the United States launched the defense program—there were not far from 13 million women in the labor force (including almost 2 million unemployed women seeking work), and these formed a little less than a fourth of the total labor force and a little more than a fourth of the woman population.

The data in table 2, taken from the month-by-month statistical estimates of the labor force prepared by the Bureau of the Census, reflect the effect on the Nation's womanpower of the increasing demands of war. It will be noted that whereas in June 1940 (immediately after the beginning of the defense program) women constituted only 23.5 percent of all persons employed, this proportion had risen to 31.3 percent 3 years later.

TABLE 2.—*Estimates of Civilian Woman Labor Force,*[1] *June 1940–43*

Month	Civilian woman labor force [2]		Employment						Unemployment	
			Total		Nonagricultural		Agricultural			
	Number (millions)	Percent of total labor force	Number (millions)	Percent of total employment	Number (millions)	Percent of total nonagricultural	Number (millions)	Percent of total agricultural	Number (millions)	Percent of total unemployment
June 1940	13.9	24.7	11.2	23.5	9.7	26.5	1.5	13.6	2.7	31.4
June 1941	13.9	24.7	11.9	23.7	10.4	26.5	1.5	13.8	2.0	33.3
June 1942	15.0	26.7	13.9	26.1	11.8	28.2	2.1	18.3	1.1	39.3
June 1943	17.3	31.7	16.7	31.3	14.4	34.7	2.3	19.3	.6	50.0
July 1943 [3]	17.7	31.9	17.1	31.5	14.8	35.1	2.3	19.0	.6	50.0

[1] 14 years of age and over.
[2] Excludes persons in institutions.
[3] Latest data available.

In June 1940, it was estimated, there were 11.2 million employed women as against 2.7 million unemployed and seeking work.

During the months following, despite the speeding up of the production of defense materials, influenced to considerable degree by the Lend-Lease program, there was no appreciable advance in women's employment. In 9 of the 12 months from June 1940 through May 1941 the number of woman workers dropped even below the 11-million mark. In June 1941 the total climbed to 11.9 million. In this whole period, as well as in the next 6 months preceding the attack on Pearl Harbor, comparatively few women were hired by defense plants, primarily because of the large backlog of unemployed men on which the expanding munitions industries could draw—a total of 5.9 million in June 1940, which went up to 6.3 million by July, and in June 1941 had still not fallen below the 4-million level. Moreover, there was encountered in many quarters a definite discrimination against women as munitions workers, based on traditional prejudice and fear that they lacked mechanical ability despite their proved skills along such lines in the manufacture of armament in 1917–18. In January 1942, a month after the attack on Pearl Harbor, there were 11.9 million employed women, the same total as in the preceding June. The number of unemployed women, however, had dropped by 0.7 million, indicating the more-than-seasonal absorption of a substantial proportion of the new June workers as well as other woman job applicants. June totals are weighted with new young workers coming into the labor market for the first time or for vacation jobs.

After January 1942 came the sudden and rapid rise in women's employment. Compared to June 1940 there were 2.7 million more by June 1942, and 5.5 million more by June 1943 when the total number of employed women had soared to 16.7 million. This was a net

increase in the 3-year period, of 50 percent. Thus, with the sudden impact of war and its simultaneous speeding up of the draft and war-material production, barriers to women began to fall, in some quarters rapidly, in others only as an inevitable necessity. A few intransigents still maintain a hold-the-line policy against woman labor.

The significance of this 5.5-million increase in employed women is reduced considerably by two facts: (1) The women in agriculture in June 1943 constituted a larger proportion of all agricultural workers (19.3 percent) than in June 1940 (13.6 percent), and a large number of these farm workers are seasonal. For example, June 1943 showed a half million more women at work on farms than in May, and a million and a half more than in January. In nonagricultural employment the increase of women between the two Junes was 4.7 million. (2) The absorption as wage earners of some 2 million unemployed women into the ranks of the employed meant that the actual rise of women in the "labor force" from June 1940 to June 1943 was just 3.4 million. (In June 1940 there were 2.7 million jobless women, whereas the corresponding number for June 1943 was 0.6 million.) For men the 3-year period showed a net gain in employment of 0.3 million, or an increase of 0.8 percent. During these years, however, the taking up of the unemployment slack for men was most striking; the June 1940 total of 5.9 million jobless men had fallen to 0.6 million in June 1943.

What proportion of the 3.4-million increase among women in the labor force consists of homemakers who have sought employment for the duration it is impossible to say. According to a War Manpower Commission estimate, during 1942 half a million housewives joined the wage-earning ranks. All told, in June 1943, about a third of the woman population was employed—3 in 5 of the single women, 1 in 6 of the married, and 1 in 2 of the widowed, separated, and divorced women.

In any survey of the greater use of womanpower, as a result of the war, and of the scaling down in their employment with the coming of peace, account should be taken of the spectacular increase among women in the executive branch of the Federal Government, from a little over 186,000 at the end of June 1940 to nearly a million at the end of June 1943. The new recruits are almost entirely at work in the War and Navy Departments and new war agencies, and many of them will be dropped when the emergency is over.

In addition to women in the civilian labor force in June 1943 were the 36,121 nurses on duty with the armed forces and the 100,000 women who were WACs, WAVES, SPARS, Marines, and WAFS. The sizable number of woman Red Cross workers, though on duty with the military services, is included in the civilian labor force and not with the armed forces.

Because of the many uncertainties of war, forecasting for the next year as to further induction of women in the combined labor and armed forces is difficult. However, if by July 1944 the personnel of the armed forces is stepped up to the estimated 11.3 million (a 2-million increase over this past July), and the work force in the munitions industries is increased to a prospective 11.6 million employees (in accordance with the War Manpower Commission estimate), obviously many more women must be recruited. It is estimated that of the 2 million additional workers in munitions, 1.3 million will be women. Over 200,000 more women are wanted for the armed

forces by the Army and the Navy; and the need of the essential civilian industries for many additional women cannot be overlooked, as evidenced by the active recruitment campaign sponsored by the War Manpower Commission.

All indications are that the recruitment of the required number of women for each of these several main classifications will be much more difficult in the coming months than in the past, and that the patriotic motive will have to constitute the chief appeal.

Women's Employment in Manufacture of Munitions in Two Wars

There are striking parallels between the war of 1914–18 and the present one as regards the war industries and occupations giving employment to women.

WORLD WAR I

In the first years following the armistice, the Women's Bureau of the U. S. Department of Labor published several reports analyzing the position and achievements of women. Many of the statements in those bulletins read like pages from today's chronicles, though on a much smaller scale.

Women in steadily increasing numbers, then as now, entered fields which prior to the war had been regarded as men's exclusive province, while many other thousands of women carried on in the traditionally feminine food and fabric industries. Not only were the experienced women already in manufacturing at the outbreak of hostilities utilized largely for munitions making, but such groups as school teachers joined their ranks and large numbers of inexperienced women never before in the labor force were inducted into the work.

A list of 19 "war agent and implement industries" was drawn up to show how growing numbers of women were hired.[1] The most significant of these were iron and steel, lumber, transportation equipment, chemicals, metal and metal products, automobiles, electrical machinery and equipment, rubber goods, optical goods, and scientific and professional instruments.

As the months passed and the second draft drew off more and more men into combat services, the more urgent became the demand for woman labor. This was true in the vast majority of occupations that made definite contribution to the winning of the war—not only in manufacturing but in railway transportation, telegraph and telephone operation, farm work, and service trades.

> They operated the lathe, the miller, the drill, the planer, the grinder, and other machine tools; they became proficient in handing the file, the wrench, the hammer, and other hand tools; they read blueprints and used micrometers, calipers, and gages; they used rules and compasses to lay out work for machine cutters. Their employment in these capacities extended into every branch of machine-shop manufacture.[2]

The list in table 3 (page 656) reveals the similarity of the occupational performances of women in the two wars.

Other parallels are shown by the following excerpts from a Women's Bureau publication:[2]

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[1] Women's Bureau Bulletin No. 12: The New Position of Women in American Industry, Washington 1920.

[2] Women's Bureau Bulletin No. 13: Industrial Opportunities and Training for Women and Girls, Washington, 1922 (p. 11).

Naturally the largest number went into factories manufacturing shells, pistols, guns, and cannon, but in these factories women operated and handled the same kinds of machines and tools as did the smaller, but yet appreciably large, group of women who made parts for engines and pumps; for machines and machinery; for automobiles, motorcycles, and airplanes; for agricultural implements; or who worked on tools, saws, hardware, electrical apparatus, instruments, and clocks.

The kind and extent of experience secured by women in these shops differed greatly. In a few it was sufficiently varied to have in time made them "machinists." * * * In the larger number of shops it was the policy to make "specialists" of women as it is of men. Such shops taught a woman the underlying principles and methods of setting up and operating just one machine, together with the varying characteristics of different metals and tools used in the shop in order to enable her to cut each piece of metal and grind each tool without waste of metal or tool. In other shops where the work was of a repetitive character—which was especially true in munition factories—time was not taken usually to give the women employees general instruction in machine-shop fundamentals. The woman was taught just enough to enable her to turn out, assemble, or inspect duplicated parts at great speed. * * *

* * * their employment was extended during this period in the old occupations and to new occupations on sheet iron, tin, aluminum, brass, and copper sheets. * * * they operated blanking, shearing, and drawing presses to cut or shape these sheets, they soldered and riveted, welded, and assembled; dipped, buffed, and finished. They worked on oil and gas stoves, hoods, radiators, tanks, and fenders of automobiles, on agricultural implements, on tin and aluminum containers and utensils, on brass and bronze fabrications, on cartridges, and on airplanes. The machines operated were largely automatic or required little skill to manipulate. Some women learned how to set up punch presses, but few set up automatic machines. * * *

A smaller number of women * * * went into the foundries * * * While a few were employed at molding * * * sorting, grinding, and filing castings, and laboring, the larger number worked in the core-making branch of the industry, a branch in which women had been used for some years before the war. * * *

In the instrument and optical industries women were employed not only on the metal parts of the instruments but in grinding and polishing lenses, mounting and inspecting, and in assembling the entire instrument. Women were peculiarly adapted to this work because of the smallness of the parts and the delicate fashioning required. * * *

Turning to the woodworking industries, the largest group of women substituted for men during 1917 and 1918 went into furniture and veneer factories, there to work on peacetime products or to make airplane parts or munition and tool boxes or wheels for artillery trucks. * * *

In the chemical industries, exclusive of explosive manufacture, the tasks turned over to women were largely of a laboring character or involved the feeding or tending of automatic machines.

That women were highly satisfactory as workers in the 1917–18 war industries is evidenced by the following statement by the President of an Ohio metal-goods plant:

In reference to the occupations in which women have replaced men the following may give you some idea of the diversity of the work. In the machine department women became expert and got out much greater production in running turret lathes, punch presses, bench lathes, milling machines, drill presses, grinding machines, and engraving machines, and in addition to the operation of these machines we taught them to grind their tools, to act as job setters, and to superintend some of the departments. In the inspection department practically every inspector was a woman. In the assembly departments * * * all were women, and they did better work and got out more production than men whom we tried on the job at various times without success. We found, too, that we could place as much, if not more, dependence in women in coming to their work and remaining on the job, which accounts for our having the lowest turnover in help in any factory ever heard of, which was less than 4 percent per year. We taught women to inspect tools and check them over according to the drawings after they came from the tool shop, in which department women became expert. In the optical department most of the employees grinding lenses were women,

who were remarkably successful in the work. In the assembling of lenses we had none but women on the job, and you will find by inquiring at the Ordnance Department that our lenses and prisms were as fine as any in the world.[3]

The Assistant Secretary of War, acting as the Director of Munitions at that time, gave the following report:

For the successful carrying out of our program for the production of vast quantities of explosives and propellants, as well as shell loading, the women of America must be given credit on account of the highly important part they took in this phase of helping to win the war. Fully 50 percent of the number of employees in our explosive plants were women, who braved the dangers connected with this line of work, to which they had been, of course, entirely unaccustomed, but whose perils were not unknown to them.[4]

WORLD WAR II

If space permitted, similar successful achievements of women as war workers in other lines of endeavor could be cited. Yet as already noted and as definitely revealed by surveys of the Women's Bureau, carried on in the latter half of 1940 and the whole of 1941, employers in defense plants either were ignorant of, or disregarded, the convincing facts concerning women as war workers a quarter of a century ago.

Now the tide has definitely turned and women form a vital and growing force in many of the key war industries. The trends in specific industries indicate that womanpower is even more indispensable in winning the present war than in winning the first one. In general women are being utilized extensively in three broad categories of jobs: Those that women have always done, now multiplied by the demands of war; those where they have been used as substitutes for men, either as replacements or in expanding industries; and those that are new processes never performed by either sex (some of these are the result of subdivision of skilled operations to facilitate mass production, while others are the result of the manufacture of new kinds of equipment).

To assist employers confronted with the need to hire women for the first time or to utilize them on a much more extensive scale, the Women's Bureau has made occupational analyses of a number of key war industries, indicating in which occupations women can be most readily adjusted and in which they can be substituted for men.

As women in the various war industries are performing in general more or less similar jobs, the accompanying list (table 3) cuts across the industries and classifies the occupations according to whether they are using women extensively, to some extent, or to only a slight extent. It should be noted, in this connection, that although woman machine operators frequently do repetitive work, to an increasing degree they are setting up their own machines and performing skilled operations.

Though men are still found in most of the top and highly skilled industrial jobs, women to increasing degree are doing the more skilled, difficult, and disagreeable jobs as well as certain dangerous and sometimes inappropriate types of work. At many processes women are as good as men, while at others they surpass men, especially in jobs requiring patience and painstaking finger sensitivity and dexterity. They soon learn to work to tolerances as fine as ten-thousandths of an inch.

[3] U. S. Women's Bureau, Bulletin No. 12: The New Position of Women in American Industry, Washington, 1920 (pp. 18, 19).
[4] Idem. p. 19.

TABLE 3.—*Typical Operations on Which Women Were Employed in War Production in June 1943*

[Code: A—Women now used extensively; B—Women now used to some extent; C—Women now used to only a slight extent]

Occupation	Code
Manipulative skills:	
Operation of machines:	
Drill presses, single and multiple spindle	A
Milling machines, light and medium, and micro machines	A
Light turret lathes and hand screw machines	B
Bench and watchmakers' lathes	A
Grinding machines (surface, cylindrical, and internal)	B
Gear shaping, cutting and hobbing machines	B
Light punch and forming presses	A
Miscellaneous machines: Profilers, shavers, nibblers, shapers, routers	B
Automatic screw machines	B
Woodworking machines: Saws, sanders, shapers, profilers	B
Nailing machines	C
Power sewing machines	A
Optical and opthalmic glass grinding and polishing	B
Burring, polishing, lapping, buffing, etc., on lathes, drill presses, polishing jacks, and other machines	A
Hand finishing machined parts by filing, burring, lapping	A
Hand gluing (for example, of plywood parts)	B
Sheet-metal forming and riveting	A
Welding:	
Acetylene and torch welding	B
Electric arc welding	A
Spot welding	B
Soldering	A
Electrical work—wiring and assembling parts, winding coils and armatures, soldering, taping, etc	A
Assembly—all types of light sub-assembly and final assembly (often requiring the use of hand tools as pliers, mallets, screw drivers, files, electric drills, bench assembly machines, and riveting presses)	A
Artillery ammunition, loading (bag and shell loading, fuzes, primers, etc.)	A
Operations on bullets, cartridge cases, and primers in small arms ammunition	A
Servicing and repairing of planes at air depots (ground mechanics)	A
Painting:	
Spray-painting small parts and products	B
Touch-up work and hand finishing	A
Radium	A
Stenciling, masking before painting, racking and unracking	A
Shipfitters and loftsmen	C
Helpers	A
Inspection:	
Visual	A
Gage, micrometer or caliper (sometimes with blueprint reading)	A
Calibrating	B
Checking and testing raw materials, stock, and salvage parts	B
Packing, labeling, etc	A
Factory service:	
Production planning, routing, and control	B
Draftsmen and tracers	A
Factory clerks (timekeepers, stock-record clerks, etc.)	A
Tool-crib and stockroom attendants and dispatchers	A
Crane operators	B
Guards	B
Electric-truck drivers, intraplant loading and hauling	B
Supervising (forewomen, leadwomen, group leaders)	B
Training (in plant)	C
Personnel relations:	
Personnel administration (director, assistant director, assistant)	B
Employment—interviewing and hiring	B
Nursing	A
Welfare	A

Women's successful performance in the manufacture of most kinds of war material in the present war is common knowledge and is attested by many statements of industrial authorities. Managements in war plants today which not so many months ago scoffed at the idea of woman employees are now equally articulate in their praise of women's ability and dependability in the matter of technical skills.

The Undersecretary of War, in a congratulatory message sent recently to Army's woman employees, said:

The women of America have responded ably and gallantly to the call to service the war has made upon them. Nowhere is this more evident than in the plants operated by the War Department. They have supplanted men at the bench and the lathe; they are doing civilian work in the nine Service Commands efficiently and in increasing numbers.

In the arsenals, in the ports of embarkation, in the motor centers, in all the War Department installations, their skills are invaluable and their devotion to duty is proven. They are testing guns, making ammunition, fixing motors, sewing uniforms, inspecting ordnance, driving trucks, doing many of the thousand and one jobs that are necessary to keep the machinery of war moving.

I salute them for their faithfulness, their cheerful courage, and their patriotism.

Employment of Women in Various Industries in Present War

AMMUNITION MANUFACTURE

Of the key industries in the present war, the one which opened its doors most readily to women, prior to the United States' entrance into the war, was the manufacture of ammunition for small arms and artillery. One reason for this was that such employment did not run wholly counter to tradition, in view of the peacetime use of about 2,000 women on production in the United States Government arsenals. Thus, with the expansion of such establishments for war purposes, increased hiring of women was a logical procedure. Moreover, as many of the steps that go into the making of bullets, cartridges, and shells are simple, requiring training of not more than a week (designed primarily to instill in the worker the proper precautionary habits for handling explosives), women could be easily utilized.

As the Government during the defense period undertook to build many ammunition plants (particularly for bag and shell loading) to be operated by private management, countless numbers of new jobs were created which had no sex traditions and which could be done by women, often as well as, and sometimes better than, by men. In fact, these plants were erected in many rural areas—chiefly in the Southern, Middlewestern, and Mountain States—with the expectation of recruiting thousands of women.

Within the span of the defense and war activities both the number and proportion of women in these loading plants have mounted steadily until the total runs into many thousands, and constituted in March 1943 over two-fifths of all the factory employees. In the bag-loading plants some processes are given over entirely to women, who are handling not only the smokeless powder but the more hazardous black powder. Though women were not at first employed in the manufacture of explosives, reports show that, in the months since the war started, this field also has opened up to them.

It is impossible to gage fully the amount of womanpower utilized at present for ammunition manufacture, as data are not available for many of the contracting and subcontracting plants.

The types of work done by women in shell-loading plants vary from plant to plant. There is possibility for increased use of women for loading the larger shells, even those of 105 mm. or more, if men are provided to do the heavy lifting. According to the War Manpower Commission, recruiting for replacement needs will become a real problem by the end of 1943 in bag-, shell-, and bomb-loading establishments, and it seems likely that women will be called on more extensively, especially if discrimination against Negro women is eliminated.

In 34 ammunition plants surveyed by the Women's Bureau in 1942–43 the beginning minimum hourly rates for women ranged from less than 40 cents in 2 plants to 70 or 78 cents in 3. The beginning rate in 15 plants was less than 50 cents, 3 paid 50 cents, and the rest 55 to 78 cents. Earnings of factory women in a large representative ammunition plant in the Middle West averaged about $35 for a 48-hour week.

AIRCRAFT MANUFACTURE

The aircraft industry has expanded into a stupendous mass production in an incredibly short time. The spectacular development of aircraft production would have been impossible without the aid of women.

The Women's Bureau survey (in the spring of 1941) of 7 typical aircraft-assembly plants disclosed that only a fraction of 1 percent of the force were women. Among some 100,000 workers on the production lines there was only an occasional woman. Three plants had none. Those employed were engaged chiefly in such work as sewing covers for ailerons, rudders, wing tabs; others were on minor jobs connected with electrical assemblies. The Bureau's occupational analysis revealed that though women were able to perform many of the jobs in the aircraft plants, they definitely were not wanted there. This was true even as late as the fall of 1941, when the War Department was urging the employment of women in airplane manufacture. In fact, only a little over 4,000 women were so engaged a week before the attack on Pearl Harbor.

Then, as the industry realized the task ahead in meeting the President's blueprints for aerial warfare, and the prospective male labor shortage resulting from the draft, the barriers to women were dropped. In June 1943 more than 310,000 women were reported as factory workers in the industry, including airframe, engine, and propeller plants. More than another 100,000 were reported in office and other nonfactory jobs. This industry too has an additional woman force of undetermined number, similar to that in ammunition manufacture, helping to make airplane parts in plants working on a contract or subcontract basis.

The total number of women in this whole field of plane manufacture probably exceeds that in any other war industry, with the possible exception of the electrical industry. The ratio of women in the factory labor force has been steadily increasing, but for military reasons cannot be given in conjunction with the number of women. The proportion varies from factory to factory, the highest in any one plant being almost three-fifths.

Women are helping to make all kinds of planes, from Lightnings and Thunderbolts to Flying Fortresses and Liberators. They are employed on production of autogyros, helicopters, gliders, and the sky "locomotives" for transporting freight. Women are performing with intelligence and dexterity not only all the jobs the Women's Bureau pointed out as readily within their capabilities, but others besides.

The minimum entrance-pay rates for women are very generally the same as for men, 60 cents an hour being the most usual for the day shift, and throughout the industry the policy of equal pay prevails also for the more skilled occupations.

As to typical weekly earnings for women in aircraft, a survey by the National Industrial Conference Board revealed for May 1943 average earnings of a little over $39. The expert woman welder in one plant, reported as receiving a journeyman's rate of $1.32 an hour, and almost $70 in 48 hours, is phenomenal and not usual.

ELECTRICAL-PRODUCTS INDUSTRY

Of all industries that have converted largely to war production, the manufacture of electrical products probably employed the largest proportion of women before the war. The industry has grown considerably, but the relative importance of women has increased even more rapidly. In March 1943 there were nearly 300,000 woman wage earners. In the employment of women this industry probably equals aircraft manufacture, and rises conspicuously above aircraft in the ratio of women to men. For example, it is estimated that in April 1943 women comprised three-fifths of the force in the manufacture of radio and communications equipment. Much of the great growth in women's employment in peacetime, as well as in the war period, is attributed to the development and use of radios.

A special study by the Women's Bureau of war-industry plants in New Jersey, made in the summer of 1942, gives some detail as to women's work on various electrical products. Data for 37 plants employing over 25,000 factory women indicate that substitution of women for men was not extensive. A little over nine-tenths of the women were on the same occupations as before the war, and not quite 7 percent were on jobs formerly done only by men, the rest being on operations new to the particular plants. Of all workers then on processes formerly done only by men, almost a fourth were women. The type of such jobs varied from plant to plant.

Beginning hourly rates reported for women in this study ranged from 40 to 50 cents in more than two-thirds of the plants. As to weekly earnings, if the data of the National Industrial Conference Board are taken as a criterion, the average for May was a little above $34.50; figures compiled by the Illinois Department of Labor for the same date show an average of about $31.00.

WAR-INSTRUMENTS MANUFACTURE

A type of production highly essential to meet many war needs and eminently suitable for large-scale employment of women is the manufacture of sighting, fire-control, scientific, and professional instruments. A striking example is the air pilot's instrument board.

The survey of the war-instruments industry by the Women's Bureau was in the fall of 1941, when the highly skilled processes in instrument making were still regarded in some plants as predominantly male, and before the industry was expanded to its present large-scale production to supply the essential instruments for the wartime Army and Navy, particularly in connection with the airplane and shipbuilding program.

The expansion of the industry and the decrease in the male force available for the instrument field, as for others, have opened up opportunities for thousands of women; almost two-fifths of the factory workers in the spring of 1943 were women. The subdivision of some

of the old, more highly skilled jobs into new and simpler processes has led to more rapid absorption of women.

In the 17 plants included in the Bureau's survey in the fall of 1941, the proportions of women varied greatly, ranging from 3 to 50 percent. It was clear that women constituted a great potential labor force for this type of manufacture, with its small, light, intricate products. Statistics issued by the War Manpower Commission, which included other than factory employees, showed the woman labor force in the industry to have increased from 26 percent of the total in May 1942 to 43 percent in May 1943.

No recent data on rates in this industry are available. In the fall of 1941, women's minimum hourly rates ranged from 35 to 55 cents, 40 cents being the most frequently reported; for men the range was from 40 to 61 cents, and 55 cents was the most common rate. In the 2-year period since then there has probably been some increase, particularly in view of the rising cost of living.

CANNON AND SMALL-ARMS MANUFACTURE

In the manufacture of cannon and small arms, almost no women were employed prior to the attack on Pearl Harbor, but their number has been mounting conspicuously since then. An investigation made in the summer of 1942 of four Government arsenals and four private enterprises disclosed 11,000 women among the 75,000 employees, or 15 percent of the total.

The small-arms branch was employing women to a much greater extent and on a wide variety of machines—in fact, on more different types of machine tools than were reported in any other of the war industries studied by the Women's Bureau. More women were operating milling machines than any other one kind. An April 1943 estimate placed the proportion of women in this branch of industry at about 31 percent.

In cannon manufacture, characterized by much heavy work, women were found on many different kinds of operations but none were then running heavy-duty machines in the big-gun shops. In April 1943 almost 16 percent of the employees on cannon were women.

The Bureau's study revealed not only striking variations from plant to plant in the utilization of women but many jobs where they could replace men and release them to fields having more acute need of male labor. Men and women interchanged on the same job or carried on comparable work on the same shift; or women performed, on the day shift, operations done by men at night. Again, a certain type of work performed extensively by women in one plant might be done entirely by men in another; for example, one arsenal had no women on even the simplest or lightest machine operations in making small-arms components, but had them driving electric trucks, making large wooden packing boxes, operating band saws, and so on. Other firms had no women on such jobs as these but in certain machining departments 60 percent were women. Many men, whom women could easily replace, were also found in clerical jobs; in fact, 40 to 82 percent of the office workers in the small-arms plants were men.

Women could have been utilized to a much fuller extent in this field than they were, since much "worrying away of the metal" was necessary and women are particularly good at this. An indication of the

amount of metal that must be removed by gradual machining is gained from the fact that for one type of machine gun the raw stock and forgings weigh 101 pounds and the finished steel parts 18 pounds.

With the influx of women to these industrial establishments after the United States, entrance into the war, the basing of rates on occupation rather than on sex became a pressing issue, because there had previously been an almost entirely male force and the hiring of women brought few or no changes in the physical characteristics of the jobs.

Three of the eight plants visited in the Women's Bureau survey had adopted the equal-pay principle. Where wage differentials existed, the problem had become increasingly acute both for the women hired and for the men inducted into the armed forces, whose wage levels thus were lowered on the jobs to which they hoped to return. That this problem still needs solution in some cases is indicated by the fact that, even in 1943, of three plants making guns, howitzers, and mortars, none paid women the same minimum entrance rates as men.

In four of the gun plants reporting in 1942–43 on women's beginning minimum hourly rates, the range was from 50 to 60 or 65 cents, while in eight small-arms establishments such rates ran from less than 40 cents to 60 cents.

PRODUCTION OF MACHINE TOOLS

In the highly skilled machine-tool manufacture some women gained a slight foothold after the country's involvement in hostilities, their first opportunity since World War I. The rapidity with which women have recently been hired, however, may be judged from the fact that by April 1943 there were nearly four times as many wage-earning women in the industry as in August 1942. It is not at all uncommon today to find that in plants with 2,500 or more workers, from 12 to 20 percent are women.

A special study of 15 well-known machine-tool shops, made by the Women's Bureau in the summer of 1942, revealed that about 4 of every 5 women in factory work were in productive occupations such as machining, assembling, and inspecting. The others were primarily in various shop clerical jobs, such as timekeeping, stock chasing, production control, and the like, in service work, in the toolroom and tool crib. The data showed, furthermore, that in spite of the great size and complexity of the average machine tool and many of its parts, substantial numbers of women could be employed without extensive training in plants making only the machine tools proper as well as in those where smaller and less-complicated accessories and other products are also made.

Curiously enough, the amount of experience the management has had with women in factory work shows no discernible correlation with the degree to which the scope of women's employment has broadened as a result of the war emergency. Three of the firms that were most progressive in their employment policies in regard to women, opening to them a variety of productive jobs under liberal conditions for the gaining of skills, had no women on production prior to the spring of 1942.

At the time of the study one firm was planning eventually to place women on almost every type of work, except where heavy lifting was required. This included the operation of a variety of machine tools.

Women were to be hired in this firm as replacements for men and not to expand the labor force.

Data on minimum entrance rates for women in 11 firms visited in 1942–43 show a range of from 40 cents an hour in 2 plants to 60 cents an hour in 1; 7 of the plants paid from 45 to 55 cents. Four of 10 firms reporting paid the same minimum entrance rates to women as to men. In May 1943 the average weekly earnings, as reported by the National Industrial Conference Board, were a little over $36.

SHIPBUILDING INDUSTRY

The necessity to produce in record-breaking time the ship tonnage needed for war, has led to a tremendously expanded work force and to the revolutionary procedure of active recruitment and widespread utilization of women in this former stronghold of male labor. In 1917–18, few women were employed in shipyards and most of these were in the yards which attempted substitution of women for men. Further, women had no place in the industry in peacetime; the 1939 Census of Manufactures revealed only 36 women so employed.

It was not until the summer of 1942 that the need to draft women's services became acute, simultaneously with the growing scarcity in male labor for this vital industry. As many inexperienced men had been quickly trained and adapted to shipyard jobs and as women were successfully performing more or less similar operations elsewhere, it was decided that womanpower must be the answer to enable the shipbuilding program to be carried out on schedule time.

In June 1942, only 0.4 percent of the wage earners in commercial yards were women, but by June 1943, the proportion had risen to about 7 percent. The extent of women's employment varies from yard to yard.

In a number of yards the prejudice against women on the part of both management and labor, though still lingering in some sections, is rapidly disappearing under the stress of necessity. The attitude of one official is typical. When questioned over a year ago in the Women's Bureau survey of shipbuilding as to what jobs would be most suitable for women if and when needed, he replied "None." Today that yard employs several thousand women who are proving themselves satisfactory at numerous occupations.

At present, thousands of women are at work in shipyards on all coasts. They are helping to build and repair all types of vessels—Liberty ships, destroyers, cruisers, and submarines—and everywhere are proving their ability to do the job whether difficult, disagreeable, or dangerous. They are found in the shops, and outside in the yards or in the ways in summer heat or below-zero temperatures. In some cases they can be seen walking on the narrow planks high up on the scaffolding, going up and down ladders, or crawling with their welding equipment through small openings within the hull of the ship. They may even be seen cleaning out the bilge, or doing sandblasting on the outside of a ship in drydock.

Although there are various shipbuilding jobs beyond women's strength or endurance which they should not be called on to do, the end of their possible utilization is not yet in sight.

This industry deserves honorable mention for having employed women on the equal-pay basis with men, in regard to both minimum

entrance rates and wages for the various occupations and degrees of skill. However, to some extent women's advance in the industry is blocked, when in the course of progression are found heavy jobs they can neither perform nor bypass under union or plant regulations.

Shipbuilding in general leads all the other war industries in regard to average wages for woman employees. The National Industrial Conference Board figures for May 1943, show an average weekly wage somewhat in excess of $44.

STEEL MILLS

The iron and steel industry is another which, under the exigencies of war, is capitulating to woman labor. Vital as the steel mills are for the Nation's war effort, they have not been exempt from the comb-out for servicemen, and reports from various sources disclose a steady infiltration of women to an increasing number of operations in manufacture of this critical material.

To be sure, for many years some girls and women have been employed in the industry. In recent months, however, virtually all the large steel companies have substituted women for men on a substantial and increasing number of jobs. This is particularly true in the Middle West, where acute shortages of male workers have developed.

In general, women are employed at work that is not too heavy or on which sheer muscle is not essential. They are doing jobs in the unskilled-labor class as well as a number calling for a considerable degree of skill. They may be "hot chain men," crane operators, core makers, chemists, or factory clerks, or they may be engaged in nail and wire drawing, or running various kinds of machines in the maintenance shops. Women are even employed in some mills to finish heavy plate for tanks, landing mats, deck plates, and steel for cartridge cases. At one of the Gary (Ind.) mills, women are working in many departments. They have been admitted to the open-hearth and blast-furnace works for the first time in history, operating cars for transfer of materials, serving as test carriers, delay clerks, and ingot shippers. At the Gary armor plant operated for the Army, some time ago women comprised a third of the force and it was believed that eventually the proportion might be increased to a half.

OTHER ESSENTIAL WAR INDUSTRIES

Women's share in war production is too extensive and varied a story to treat in satisfactory detail in this résumé. Bare mention must suffice of the introduction of women into certain fields, their increased employment in others, and their useful services in various kinds of enterprises, not usually identified with their labors, that are concerned with both war and civilian needs.

Combat vehicles.—Even plants producing heavy items of combat material, such as tanks or large artillery pieces, are not only employing more and more women but placing them on types of work usually done by men. By March 1943, women formed 7 percent of the workers in tank and combat-vehicle factories.

Rubber.—In the rubber industry, which employs large numbers of women in peacetime, many women have for months been doing such jobs on military equipment as machine-sewing on barrage balloons,

making flotation bags, applying rubber cement where fixtures are attached to assault boats, finishing rubber rafts, testing inflation of gas bags, and storing and inspecting life belts. This industry is now training women for the previously masculine operation of tire building. An Ohio plant, using 100 women on tire building, reports the experiment as eminently successful, with the women doing even the heavier part of removing the tire from the drum and tossing it on the hook of the conveyor system that carries it away for curing and vulcanization. Women in the rubber industry are a growing part of the force, comprising 27 percent in May 1942, and 39 percent in May 1943 (including all women in this field, office as well as factory workers).

Lumber.—A few illustrations will help to depict the new position of women where only men have been employed. A West Coast lumber company last year charted no fewer than 135 jobs that women might do in its factory work. Other lumber mills in the Northwest have hired so many women that they now constitute a fifth of the work force. Even the logging camps have been invaded by a woman contingent, on such outdoor jobs as running logs on the river or inspecting floating logs for loose timbers. Women are even reported as responsible for the felling of trees. Nearer the mills they are employed in sorting, stacking, painting ends of lumber, or loading box cars with the smaller material.

Mining.—A decided innovation is the employment of women in certain above-ground jobs in the mining industry—for mines producing coal, copper, iron, silver, and gold. For example, the coal mines have begun to employ women in the mine shops and for picking slate on mine tipples. In connection with iron ore, women are found as laboratory technicians testing samples. In the nonferrous-metal mining industry some women are being hired to tend conveyors from the mill crushers, or to operate trippers (the small ore cars which shuttle back and forth distributing ore to the bins). Other women are being used to regrade ore and some are serving in mine-lamp houses, repairing and maintaining miners' electric lamps.

Pulp.—In the pulp mills women have stepped into men's jobs sliding slabs of paraffin into vats of coating solutions, operating the special presses that roll off tons of waxed paper every hour, or acting as testers in the bleach plant.

Oil refining.—Oil refineries on both the East and the West Coasts, have taken on women for various processes formerly done exclusively by men, such as operating control valves on turbines which clean carbon from pipes or doing various kinds of laboratory work.

Beet-sugar refining.—Women have gone into beet-sugar refineries to operate machines such as juice evaporators, to run first and second carbonation, third saturation, centrifugals, granulators, and melters; and some have learned to boil sugar, a job that is exacting and somewhat of an art.

Flour milling.—To some extent, with possibilities for increased numbers, women have entered the flour-milling industry to take over some of the jobs formerly done by men. These range from packaging and loading sacks up to 24 pounds in weight to laboratory testing. Women are also operating sewing closure machines.

Consumer goods.—Any roll call of essential war industries must include those producing such important consumer-goods manufactures as fabric, food, gloves, shoes, and many other articles of equipment

for troops and cantonments—industries which normally are large employers of women and which during the present emergency are relying on them even more extensively. In May 1943, women constituted about 49 percent of the textile workers and 77 percent of the clothing workers. The food industry is one of vital importance to the armed forces and civilian population as well as to our allies through the Lend-Lease program. The extent to which it relies on women's labor is indicated by the fact that in May 1943, women formed 34 percent of the force. However, in some branches, notably canneries, women constitute a conspicuously large part of the workers.

Earnings in the textile, food, and apparel branches fall materially below those in the key war industries. Recent Illinois data show that in all three the average weekly pay for women ranged from $24 to $26. New York figures tell a similar story except that for apparel factories, a $30 average was reported. The National Industrial Conference Board reveals averages in the several fabric branches ranging from $24 to just below $31.

Occupations requiring scientific training.—One field in which women have forged farther ahead in this war than in the last, and which cuts across practically all the industries discussed to this point, is that of laboratory work or operations requiring scientific training. In 1917–18 women had few if any opportunities along these lines, but today women as technicians, draftsmen, cartographers, chemists, physicists, radio operators, metallurgists, meteorologists, geologists, engineering aides, and even as full-fledged engineers, have been in great demand.

Along lines of industrial relations, personnel administration, and supervisory work, women in considerable numbers are rendering valuable service in many of the war plants with a large woman force.

Clerical work.—No roster of women's war occupations is complete without the clerical field. Many additional opportunities for office work have opened up to women not only in the Government service, but more spectacularly in unusual positions in industrial establishments. Various types of war plants have hired women for clerical work in place of the men they once employed, and have put women on factory clerical jobs quite different from the usual more or less routine office work. In the opinion of an official in a large company, there will be a continuing utilization of women for some of these assignments after the war, for which they would not have had an opportunity except for the war.

Transportation and communication.—Unique in their widespread involvement with both military and civilian requirements are the highly complicated and important fields of transportation and communication. The railroad, local transit, and airway branches of the transportation industry not only have been admitting women to men's jobs, but in many instances have been actively recruiting them. In May 1943, about 195,000 women were engaged in the various branches of transportation, and many additional women are needed.

The commercial airlines, the youngest branch of the industry, have readily accepted women on the same terms as men and given them the same training, the same wage rates, the same advancement opportunities, and the same seniority rights. This branch was said to be able to absorb one woman for every two men, using women, for example, in ticket offices, shops and hangars, on the airfields, and on the planes as hostesses.

Although the railroads actually are employing a larger number of women than any other transportation branch, women constituted in May 1943, only 6 percent of all employees. It was expected that during 1943 the total of 100,000 women employed in World War I would be reached and passed. Despite some opposition on the part of male labor, women already are doing jobs regarded definitely as men's in a peacetime economy, in the offices and shops, even in the roundhouses, at ticket windows and information desks, in station and baggage-room work, as cleaners and oilers of engines, as turntable operators, and even on "dressing" the tracks—to mention only a few of the many occupations on which women have been found to be satisfactory.

In local transit service throughout the country a total of 15,854 woman workers was reported for May 1943, and the intercity bus services had 8,510 women in May. As conductors and motormen on trolley cars, as conductors and drivers on busses, as ticket agents, loaders, traffic clerks, and accountants, women have become familiar sights. They also are at work behind the scenes, in the shops, car barns, and garages.

Trucking companies (with over 54,500 women in May 1943) and taxicab firms also are finding women efficient substitutes for men.

The entire communication field, which has always depended to considerable extent on woman workers, is now employing even larger numbers, and is continually calling for more, in the lines which have developed the most conspicuous breaches through the withdrawal of men—the war-burdened telephone and telegraph services and commercial broadcasting studios.

ESSENTIAL CIVILIAN SERVICES

Reference has been made to the acute need for workers to carry on such essential civilian services as work in laundries, dry-cleaning plants, canneries, hotels, restaurants, stores (department, specialty, grocery, drug), and beauty shops; to engage in office work, teaching, home nursing, child care, office cleaning, domestic service, and other pursuits.

Until recent months too narrow a concept was held as to what constituted war work, too little attention paid to the indispensable role of such civilian jobs in the Nation's wartime economy. However, September 1943 was chosen in which to hold a special campaign to salute and recruit women as workers in more than 100 of these "unglamorous" everyday jobs listed by the War Manpower Commission (which is sponsoring the campaign) as "war jobs." To dramatize these jobs as comparable in importance to the production of munitions, a Nation-wide effort, in which many forces are cooperating, is being made.

As the war effort lightens, these essential civilian jobs will require two in every three of the woman workers. It is hoped that the recruitment campaign will induce many from the still large reserve of nonemployed housewives without small children to respond, including women who would not under ordinary circumstances go into such pursuits for remuneration but who as volunteers may be rendering more or less similar services, for example, in hospitals, churches, or canteens.

Unfortunately, from the viewpoint of woman wage earners accustomed to employment in these essential services, the war period has

witnessed no sufficient effort to increase the wages for such jobs, which too often are found in the low-paying class. Recent data for laundries in Illinois, New York, and New Jersey show, for example, average weekly earnings of woman wage earners ranging from $17.50 to $21. Such wages, as compared with those in almost all other fields competing for labor, are convincing evidence of the reason for the forced closing (reported by the Office of War Information) of 600 laundries in various localities during the past year.

The National War Labor Board has recently, in a number of cases, approved a raise in pay rates for workers in laundries as well as for telephone workers and certain hotel employees, on the basis of substandard wages.

An opinion in connection with an increase of 15 cents an hour granted to workers in 12 Portland (Oreg.) laundries, despite a previous advance commensurate with the "Little Steel" formula, declared:

> Reasonable price adjustments would seem to be justifiable in such cases as the instant one so that the operators will not be compelled to pay such low wages in order to stay in business. American labor should not be asked to subsidize American industry by working for wages below the level of health and decency. In cases such as this one, that is exactly what a wage denial would amount to. The burden of subsidizing the laundry industry of the country should be lifted off the backs of its low-paid workers and placed upon the consumers of laundry service.

Canneries, too, which are having a struggle in many areas to get enough workers for their emergency peaks, suffer from the custom of paying wages below the levels in most other industries. An indication of their difficulty in securing woman labor in a community, in competition with the better-paying war industries, is found in the New York and Illinois averages for the food industry in the spring of 1943—$23 and $25, respectively.

For the same reason, stores in many places have been unable to hold their employees. A Bureau of Labor Statistics study of Philadelphia department stores disclosed a $24 average for women in the selling division in September 1942, while a more recent Illinois report gave $21.54 as the average in that State. Earnings of woman clerical workers in manufacturing establishments in October 1942, averaged $27.50 in Illinois and $30 in New York.

It is true that these various enterprises have suffered seriously from the induction of men into military service, but concurrently both male and female workers have been migrating to better-paying occupations or to those more closely identified with the war. As a result, the public in many areas is experiencing some difficulty in obtaining food, clothing, and various services—especially when employment in war work and the more complicated mechanics of ordinary living reduce individuals' opportunity to take care of such matters themselves.

The labor shortages and the needs of these civilian services are reflected in the newspaper advertisements for workers. A cross section of these columns throughout the country tells a story that is strikingly similar and reveals near-desperation on the part of many employers and an effort to "glamorize" the more humble jobs by offering special inducements. Among these inducements are a chance to work for a superior company, with good or ideal working conditions; a 48- or 40-hour week, with Saturday afternoons off and no Sunday work; unusually good pay, with bonuses or commission; paid vaca-

tions; pay while learning; rapid promotion; permanent employment; in short, a real career. In some areas there is a definite appeal to the patriotic motive. Recruitment of all types of workers—men and women, white and Negro, any age from 16 to 65, for part-time or full-time work—seems to be the aim of many of the "ads."

Post-War Problems and Possibilities

Even while war is being waged, and before the end is in sight, a common question is, What will become of all the woman workers in the post-war period? The frequency and implication of this query are cause for concern. The approach to this question indicates little differentiation between the approximately 13 million women in the labor force prior to the war and the several million added since. As a matter of fact, however, it will not be possible to keep two separate accounts, one for the regular and one for the emergency workers, in a transitional period of demobilization of troops, curtailment of war manufactures, retooling of plants to peacetime production, and development of new industries and services. Therefore, careful planning for woman workers in general and in relation to the whole labor force and the national economy is imperative.

The necessity for such planning in advance of the cessation of hostilities is indicated by the attitudes and the events following the armistice of November 1918. The situation was discussed by the Director of the Woman in Industry Service of the U. S. Department of Labor at the conference of the American Association of Governmental Labor Officials on December 28, 1918.[5] Briefly, her report called attention to the fact that despite the national importance of women's work, their willingness to respond to the call of industries and services, their efficiency along all lines, reaction had set in and its forces were affecting the status of woman workers. Certain labor organizations (upheld in one case by the National War Labor Board of that period) as well as various public speakers took the view that women who entered industry during the war should relinquish their jobs in the post-war periods. The attitude was due to men's fear of unemployment and fear that wage cuts might result for them because of the availability for jobs of lower-paid women who might be kept on while returning soldiers would search in vain for work.

The Director of the Woman in Industry Service stressed the fact that the way out of the dilemma was a united attack on the cause of the fears, and made the following suggestions and comments:

> The strengthening of labor exchanges * * * a wise extension of agencies of adjustment and these can be successful only insofar as they derive their strength from real collective bargaining. * * * It is the absence of these agencies of adjustment which makes the present situation so strained. * * * Labor legislation must meet the test of the new spirit while it busies itself with specific gains very necessary for workers in industry. * * * It is not difficult to prophesy that the problem of labor legislation just ahead is not the formulation of concrete aims but the development of a new spirit and method in administration. Two aims for labor legislation for women workers may be emphasized as of immediate importance. They are the enactment into law of the 8-hour day and the fuller representation of women in important positions in administration of labor laws.

This official had also pointed out that "the problem is not one of withdrawal of any group of workers voluntarily but rather the organ-

[5] Data are from material in the files of the Women's Bureau, U. S. Department of Labor.

ization of industry in such a way as to utilize to the full all of the available working forces of the country," and "for women in industry the chief danger is that they will remain in certain industries or be introduced into new ones at a lower wage scale than is paid to the men. * * * The war has demonstrated that the range of possibilities for efficiency by women in industry is much larger than has been assumed in the past. This is notably illustrated in the work of women in machine processes." [6]

Many of the above recommendations have become definite factors in the present situation and influential in shaping the future situation for women. In the field of labor legislation, progress has been made in recent years, on both the State and Federal levels, to place a floor under wages and a ceiling on hours, with quite extensive provision for the 8-hour day in spite of temporary relaxation of this standard in some quarters to meet war emergencies. These better legal standards, so generally lacking 25 years ago—and still not Nation-wide in application—will help to bolster women's status in the post-war transition period. A larger share also is now taken by women in the administration of both Federal and State legislation to promote the welfare of workers. A network of public employment offices serves both men and women, and the social security system offers protection against the hazards of unemployment and old age—bulwarks that will be strengthened in the near future if plans now formulated are carried out. Likewise, collective bargaining is now an effective instrument in the hands of a substantial and growing number of woman wage earners; today over 3 million women are found in the ranks of organized labor.

USE OF NEW SKILLS

Another factor that will prove of decisive importance in the adjustment of women as well as men, in the reconstruction period, is the special training received by many persons as a result of the war. It is true that during World War I there was a training program to meet both industrial and military needs, in fact, the Federal Board for Vocational Education was created in 1917; but the kinds and extent of training at that time have been far outstripped by the present program. Though the vocational-training opportunities open to women during the two decades before World War II gave them practically no preparation for their work in the present war effort, and though from the special vocational-training system created as part of the defense program women derived only slight benefit, since then statistics tell an impressive story for women. By June 1943, almost 480,000 women had had preemployment courses and over 300,000 had taken supplementary courses given by the Vocational Training for War Production system. By May 1943, another 140,000 women had taken advantage of the short Engineering, Science, and Management War Training courses, now given free in some 200 colleges and universities. Many hundreds of women have been given technical training by the Signal Corps, Army Air Service, Army Ordnance, the navy yards, and other Government agencies. Countless women have participated in the training-within-industry program for upgrading workers and preparing them to become job instructors, and

[6] Life and Labor (National Women's Trade Union League), December 1918 (p. 272).

also in the extensive training programs of plant managements which have given specialized but simpler in-plant training. More unusual are the arrangements, made with certain educational institutions by some industrial establishments, to give training at company expense to promising young college women, for positions as draftsmen, technicians, engineering aides, aeronautical engineers, etc.

Altogether, as a result of such training programs a goodly proportion of women have acquired skills that will be needed by many enterprises in the coming years. In this connection must be considered the excellent and truly amazing training that some millions of service men have received in this mechanized and highly technical warfare of land, water, and air forces. The men's new skills will serve as valuable qualifications in their post-war reemployment. Despite the Selective Service Act guaranty to demobilized servicemen of their pre-war jobs when circumstances permit, many will prefer other fields more closely allied with their war training. Already, new developments—radar, electronics, plastics, global airlines, world plans for rehabilitation, superhighways—are discernible, which seem to present alluring opportunities for thousands of specially trained men and women. Many workers, especially women, will be absorbed by a rapid and probably phenomenal expansion in consumer-goods manufacture to help replenish depleted stocks the world over.

EQUAL PAY FOR EQUAL WORK

One other vital factor calls for a brief discussion—the principle of equal pay for women. In fact, whenever men and women may be in competition for jobs the essential factor for preventing injustice to either sex in wartime or peacetime is that women be paid the same wage rates as men for comparable work. From its beginning in World War I the U. S. Women's Bureau has urged consistently that wages be based on occupation and not on sex.

The question of equal pay became a very definite issue 25 years ago when, as now, women were taking over jobs left by men called to the front. Recognition of the principle was given by the National War Labor Board of that time through its application in 50 of the cases that came before it, but there were numerous instances of inequality in pay.

Greater gains, and it is to be hoped more lasting ones, seem to have been achieved in the present emergency. Though the beginning of World War II found the double wage standard largely prevailing, considerable impetus has been given by industry, Government, and labor to the extension of the equal-pay principle with the large-scale replacement of men by women. As noted, two of the key war industries (aircraft and shipbuilding) employing large numbers of women, and to great extent in place of men, generally pay women the same rates as men, when on identical or comparable jobs, and also the same entrance rates for new and inexperienced workers. In the other war industries surveyed by the Women's Bureau, four-fifths of the plants paid for the job regardless of sex and four-fifths started inexperienced men and women at the same rate.

The present National War Labor Board has taken several important steps to promote a widespread adoption of the equal-pay principle. In a number of important cases the Board has ordered employers to

put the equal-pay principle into effect in their plants. The Board also issued its Order No. 16, which permits employers voluntarily to make adjustments to equalize the wage or salary rates of women with rates paid men for comparable work, without prior approval by the Board.

Thus, labor unions are given full opportunity by the Government to have an equal-pay clause written into their contracts. The general attitude of organized labor is manifested in the endorsements of the policy by both the American Federation of Labor and the Congress of Industrial Organizations after the United States entered the war. Some unions forged ahead immediately in this matter. The stand of the War Labor Board, plus efforts made by the Women's Bureau, has stimulated other union activities in this direction. Current and comprehensive data are not available, but several months ago it was revealed that the United Electrical, Radio and Machine Workers had entered into some 150 signed agreements having an equal-pay clause and covering at least 800 factories. The United Rubber Workers had negotiated about 142 contracts, and the United Automobile, Aircraft, and Agricultural Implements Workers probably 50, with a similar clause. Definite progress in the requirement of the same wage rates for women as for men also has been made by some of the American Federation of Labor unions.

Other aspects that must be considered in the post-war program for women were pointed out recently by the Director of the U. S. Women's Bureau:

> There are two realistic approaches to the problem (as to future developments for the 18 million women, or so, employed in the war period). First, a large number of these women do not expect to continue in paid work. Like their men in the armed forces many women consider their present employment a patriotic duty. They know with the coming of peace their special work will be over. Automatically they will return to their regular business of homemaking.
>
> But there is another inescapable side to the story. For decades in this country millions of women have had to earn their own living, and many also have had to be the total or partial support of dependents. As a result of the war women's wage-earning responsibilities will be greatly increased. A large number of women in all types of positions will have to continue to take the place of men—to take the place as breadwinners of men who fail to return or who come back incapacitated from the battle fronts.

The Women's Bureau is giving attention to post-war plans and possible developments for woman workers, realizing that their employment is complicated by issues distinct in a number of respects from those pertaining to men. Special consideration is imperative not only to guarantee full employment opportunities to women in the transitional period and to prevent undue unemployment difficulties and unfair discrimination against them, but also to dovetail all such questions with the post-war program that will be evolved for men.

○

MOBILIZATION POLICIES - NOV. 1943

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U00023

WILLINGNESS OF WOMEN TO TAKE WAR JOBS

Reid
Dec. 3, 1943

Special Memorandum No. 93

SURVEYS DIVISION
Bureau of Special Services
OFFICE OF WAR INFORMATION

November 22, 1943

S U M M A R Y . . .

Questions on the manpower situation were asked as part of a larger study of women's reactions to some home front problems. The purpose was to ascertain knowledge of the labor shortage and the willingness of women to take war jobs.

THE MAIN FINDINGS INDICATE THAT THE MAJORITY OF AMERICAN WOMEN:

..... Are aware of a labor shortage

..... Think more women workers are needed

..... Recognize the importance of civilian service jobs

B U T

..... Are unwilling to take full-time war jobs

The results are based upon a total of 1099 interviews among a national cross-section of women. The interviewing dates were October 23 - 29, 1943.

The questions and a breakdown indicating the characteristics of the sample are appended.

This study was conducted in collaboration with the National Opinion Research Center, University of Denver

"This document contains information affecting the national defense of the United States within the meaning of the Espionage Act, 50 U.S.C., 31 and 32, as amended. Its transmission to or the revelation of its contents in any manner to an unauthorized person is prohibited by law."

WOMEN'S OPINIONS OF LABOR SHORTAGES . . .

A MAJORITY THINK THERE IS A LABOR SHORTAGE ...

"Do you think there is a labor shortage in your community?"

Yes	64%
No	29
No opinion	7
Total respondents =	1099

<u>And three-fourths of those aware of a labor shortage think more women workers are needed</u> ...

More women workers are needed . .	76%
Women are not needed	15
No opinion	9
Total saying there is a labor shortage =	702

..... The better educated are more likely to realize there is a labor shortage and to think more women are needed:

	<u>Educated*</u>	<u>Uneducated</u>
There is a labor shortage	71%	57%
More women workers are needed	57	41

..... In rural areas there is <u>more</u> awareness of the labor shortage, but <u>less</u> belief that women can remedy the situation:

	<u>Urban</u>	<u>Rural</u>
There is a labor shortage	61%	70%
More women workers are needed	86	61

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*"Educated" refers to women who have completed high school or better

BUT THE MAJORITY OF NON-EMPLOYED WOMEN ARE UNWILLING TO TAKE FULL-TIME WAR JOBS . . .

"Would you be willing to take a full-time war job?"

..... 73% say they would be unwilling to take a full-time war job.

..... 17% say they would be willing.

..... 9% say it would "depend."

..... 1% are unable to make a decision.

Total non-employed women = 817

The poor are more willing to take a war job than the prosperous

	Prosperous	Average	Poor
Willing to take a job . . .	14%	16%	21%
Not willing	77	72	69
Depends or don't know . . .	9	12	10
Total non-employed	212	366	213

..... But, age, size of family and educational level have little bearing on women's attitudes toward taking full-time war jobs.

The question was asked of everyone -- except the 26% of the sample who are regularly employed -- including the 8% who are employed part-time and the non-employed, in all 74% of the sample.

YOUNGER WOMEN AND OLDER WOMEN EMPHASIZE DIFFERENT REASONS FOR THEIR UNWILLINGNESS TO TAKE WAR JOBS

..... The younger women stress household responsibilities, while the older women mention physical inability to work almost as often as they mention household duties.

	Age 21-39	Age 40 and over
Needed at home	79%	41%
Physically unable	16	47
Doing part-time work	9	12
Just no time	3	5
Miscellaneous	3	7
Total non-employed women unwilling to take a war job =	281	312

The younger women say:

"I have two small youngsters and have a husband, I think women should stay home to take care of them."
"I have children that I must take care of -- they are at the age when they need care."

And older women say:

"My health would not warrant my working in a war plant."
"Past that age -- for outside work."
"I have a family to look after."

Similar reasons for unwillingness to take war jobs were given by women in three New England cities in a study made by the Surveys Division last spring. See "Resistances to Taking War Jobs in Three New England Cities." Memo. No. 60, (July 5, 1943) p. 15

= 136, out of 1099

THOSE WHO ARE WILLING TO WORK STATE THEIR REASONS FOR NOT WORKING ...

The question:
"What would you say is the main reason why you haven't so far?"*

..... 41% say they are needed at home

"I have no one to take care of the baby."

..... 26% say they are physically unable

"My eyes won't pass a test, I have tried every place I know."
"I am going to have a baby real soon."

..... 10% don't feel they are needed

"I haven't felt it's been absolutely necessary yet. I do a lot of volunteer work."
"If I feel it vital I would, even at my age."

..... 5% don't feel they have the training

"I'm not equipped for anything special."
"I don't know just what I could do."

..... 4% have registered but haven't been called

"I offered my services to the board but they haven't called me."

..... 4% say their husbands don't approve

"My husband doesn't want me to work."

..... 15% give scattered reasons

... poor transportation
... don't need the money
... pay too low
... no defense work in neighborhood
... already doing part-time work
... move around too much to work
... busy helping on the farm

..... 3% don't give any reason

---

*These percentages are based upon the 136 women who said they would take a war job. The tabulation adds to slightly over 100% since a few respondents gave more than one reason.

ATTITUDES TOWARD THE IMPORTANCE OF CIVILIAN SERVICE JOBS

..... Women place a high evaluation upon civilian service jobs as important to the war effort.

> "Do you think women who hold jobs as telephone operators, laundresses and waitresses, are as important to the war effort as those working in war plants?"

Yes	83%
No	10
Qualified	6
No opinion	1
100% =	1099

This evaluation may mean that they identify their own home activities with what they regard as essential civilian services and possibly may be related to their unwillingness to take war jobs.

..... Comments frequently emphasize the significance of civilian service jobs to workers in war industries.

> "Civilians have to produce war material so they have to have such services to keep them going."

> "Because they save time for people who can devote still more time to the war effort."

..... The educated are more inclined than the less well educated, to think that women who hold jobs in civilian services are as important to the war effort as those working in war plants.

	Educated[a]	Uneducated[a]
Yes	89%	77%
No	6	14
Depends	5	6
Don't know	*	3
100% =	520	575

..... But other group characteristics are unimportant as determinants of belief in the importance of civilian jobs

Employed women, women who say they are willing to work, women living in urban communities and women who are aware that there is a labor shortage, are no more convinced of the importance of civilian service jobs than others.

---

*Less than one-half of one per cent.

[a]"Educated" refers to women who have completed high school or better. "Uneducated" refers to those who are less than high school graduates.

THE QUESTIONS . . .

Are you employed at the present time?
(Full-time or part-time?)
A. (IF NOT EMPLOYED OR EMPLOYED ONLY PART-TIME) Would you be willing to take a full-time war job?
(1) (If "YES") Well, what would you say is the main reason why you haven't so far?
(2) (If "DEPENDS") On what does it depend?
(3) (If "NO") Why not?

Do you think women who hold jobs as telephone operators, laundresses and waitresses are as important to the war effort as those working in war plants?

From what you know, is there a labor shortage in your community?
A. (IF "YES") Do you believe more women workers are needed?

THE SAMPLE*. . . 1009 women

1099

See p. II.

Age:	
Under 40	52%
Over 40	48%
Race:	
White	91%
Colored	9%
Economic Level:	
Prosperous	24%
Average	48%
Poor	26%
Non-ascertainable	2%
Education:	
Completed college	9%
Some college	13%
Completed high school	25%
Some high school	21%
Completed grammar school	15%
Some grammar school	17%
Employment:	
Full-time	26%
Part-time	8%
Not employed	66%
Marital Status:	
Married	80%
Single	9%
Widowed	9%
Divorced	2%
Children:	
Children under 14	52%
Children, but none under 14	27%
No children	21%
Region:	
New England	7%
Middle Atlantic	22%
East North Central	21%
West North Central	10%
South	29%
West	11%
Size of Community:	
100,000 and over	49%
2,500 to 100,000	18%
Under 2,500	13%
Farm	20%

*The distribution of the sample as to age, race, region and size of community was constructed with reference to the 1940 census.

MOBILIZATION POLICIES - DEC. 1943

Employment-general

ADVANCE RELEASE ---- ADVANCE RELEASE

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

Advance Release: For Wednesday Afternoon Papers, December 8, 1943

Collins-WMC-3336 PM-4480

The civilian working force of the nation now totals about 51,500,000, Paul V. McNutt, chairman of the War Manpower Commission, announced today in releasing a December 1 roundup of manpower progress.

Mr. McNutt cited eight actions as typical of those that have made that total possible and have brought about a more efficient utilization of American manpower. These actions were:

1. Extended development of local employment stabilization plans and vigorous action on the part of major organizations of labor, agriculture, and management to make them effective.

2. Establishment of employment ceilings in labor shortage areas.

3. Establishment of controlled referral programs designed to direct the right workers to the right jobs.

4. Extension of the minimum 48-hour work week, with the resultant savings of manpower.

5. Extension of war manpower utilization programs both by the commission's staff and by industry itself on the basis of commission plans.

6. Readjustment of production schedules from an "incentive" basis to a "feasible expectation" basis permitting a sound readjustment in labor requirements.

7. Special recruitment programs such as that for the nonferrous metal mines, which in the past year have averted a critical shortage and have led to the building up of protective stockpiles of copper, aluminum and other metals.

8. Coordination to cushion the effects of cutbacks.

On the last point Mr. McNutt expressed concern.

"Present cutbacks," he said, "represent shifts in types of production necessary to meet strategic requirements. In terms of total numbers of workers they are not large. They are far smaller indeed than our immediate demands for labor. But they must be made in the right places. Cutbacks in production must take into account war manpower classification of labor market areas.

X-23593

Cutbacks, properly administered, present an opportunity. A year and a half ago the first classifications of areas enabled contracts to be directed from already congested areas to the low points in our war economy. Today the classifications can be used to reduce the peaks and help to balance the strain of our war economy.

"That must be done with care. Should different procurement agency cuts coincide in very tight areas, the result would be a paralyzing shock, a waste of manpower, and a hardship on thousands of workers. We are taking vigorous steps to achieve the necessary coordination."

Mr. McNutt cited a Lowell (Mass.), cutback, where released ordnance workers are being promptly placed in a bearing plant in Connecticut, and a Washington (Pa.) cutback, where the workers were signed up for other jobs before the cutbacks became effective, as examples of sound coordination of manpower policy involved in cutbacks.

Unemployment declined in November to 700,000, Mr. McNutt reported. That figure, he pointed out, is 300,000 below the "bedrock minimum" set by estimates of one year ago. Those now unemployed are almost entirely workers in transition from one job to another and unemployables, he declared.

"Future growth in the working force must come from housewives and others outside the regular labor market. Replacements and expansion in war industry must come through acceleration of transfers from non-war jobs," the War Manpower Commission chairman said.

Local Manpower Stabilization Plans

The vigorous support given by the Management-Labor Committee has had two effects:

(a) The number of employment stabilization plans is increasing. Today there are 150 area and 11 regional plans in effect. Fully operating stabilization plans have been set up in all critical West Coast areas and in other parts of the country.

(b) There is increased recognition of the need for obtaining full compliance with the requirements of these programs. Such vigorous action is represented by the establishment of employment ceilings and strong controlled referral programs, which are receiving local support.

Establishment of Employment Ceilings

Ceilings have been established in many areas as a means of reducing anticipated labor requirements. It was the establishment of a ceiling by the North American Aviation Company that enabled reclassification of that area. Ceilings established for West Coast shipyards have enabled a more accurate channeling of workers and reduced by 97,000 the labor requirements without significant change in volume of shipyard actions.

At the same time Mr. McNutt emphasized that the meaning of these ceilings must be carefully analyzed.

"The manpower problem," he said, "cannot be solved merely by revising the arithmetic. Stated reductions in labor requirements may represent (a) real savings resulting from better utilization and the elimination of hoarding; (b) anticipation of an expected adjustment in production schedules; (c) 'paper profits,' which will be liquidated if the ceiling is artifically low.

"Great care is being exercised to set these ceilings on a sound management basis. Their effects go beyond mere statistical savings. Experience has shown that setting a ceiling stimulates community awareness. This manpower problem heightens both plant, community, and procurement agency interest in manpower utilization. In every area it has led to multiplied requests for manpower utilization surveys."

Establishment of Controlled Referral Programs

As of November 15, 78 employment stabilization plans provided for controlled referral beyond the minimum provisions required in Regulation 7. In 10 areas--Brunswick, Ga.; Dayton, Ohio; Lima, Ohio; Mobile, Ala.; Monroe, Mich.; Panama City, Fla.; Savannah, Ga.; Seattle, Wash.; Sidney, Ohio, and Springfield, Ohio--all workers are subject to controlled referral; in 11 areas, all male workers; and in 61 areas (of which 58 are located in Region VIII--Iowa, Minnesota, Nebraska, North Dakota, and South Dakota--) all workers last employed in an essential activity.

Large numbers of other areas have controlled referral for workers in specified shortage occupations or in critical industries, such as nonferrous metals, coal mining, and lumbering. It is estimated that approximately 4,600,000 workers (about one-tenth of the nonagricultural working force) are subject to controlled referrals beyond that which would be mandatory under Regulation 7.

In order to enable referrals to be made with accuracy, manpower priority committees had by November 15 been established in central Connecticut, Cleveland, Detroit, Akron, Louisville, Buffalo, Los Angeles, San Diego, Portland, Seattle, and San Francisco.

Buffalo, N. Y., has had the longest experience with controlled referrals. Decline of employment in Buffalo steel plants and other heavy industries has been reversed. Employment of women has been increased. Of 56 firms in heavy industry that were not meeting production schedules on June 1, all but 14 had caught up to schedules three months later.

Extension of the Minimum 48-hour Work Week

Efforts to estimate the full effect of the 48-hour week are difficult. A large number of employers shifted their operations to a 48-hour basis through the months prior to the issuance of the order of October 13, last, extending the 48-hour week to all Group I areas and recommending it in the case of Group II areas.

A substantial reduction in labor requirements appears to have resulted in many communities, however. An estimated 10,000 workers were saved in Akron. The Detroit office states that from 12,000 to 20,000 vacancies need not be filled because of the longer work week. Similar reports have been widespread.

Liberal exemptions have been granted in a number of communities. Clerical workers are frequently exempted. Newspapers, utilities, banks, and retail stores are also frequently exempted.

Extension of War Manpower Utilization Programs

The December 1 classification of areas revealed that 15 communities had dropped from Group I to Group II. Various factors were involved, and there was evidence of increased emphasis on manpower utilization programs in such areas and the inauguration of labor-saving policies on the part of industrial management.

At the same time the commission has shown an increasing tendency to challenge reported labor requirements and to insist that adequate utilization surveys be made to support major increases and stated labor requirements.

Special Industrial Problems, Including Nonferrous Mines and Current Priorities

The manpower situation in nonferrous mines was most critical in the spring and summer of 1942. An industry-wide stabilization program was announced in September, 1942, to deal with the problem. The declining trend of employment has since been reversed. A release of 4,500 soldiers with previous mining experience served not only to relieve the shortage, but to dramatize to labor in the mines and other available labor the tremendous war urgency of their jobs. Copper, molybdenum, and zinc are now being produced in quantities sufficient to permit stockpiling. Lead is in plentiful supply.

Further recruitment efforts are being centered upon mines rated in the Mineral Classification List. Employment in these mines is increasing slightly.

Meanwhile attention is shifting to other industries. Foundires, forge shops, ball bearings, high-octane gas, synthetic rubber, aircraft, ship repair, and lumber currently are top manpower priorities. Local manpower priorities, however, must take into consideration additional factors of place, transportation, and alternative sources of supply.

A recruitment program is under way, focused on 250 foundry and forge shops engaged in critical war production. Workers are directed to those plants which have an effective manpower utilization program.

Certain problems have passed. On the whole this years farm harvest was gathered with very little loss due to labor shortages.

An intensive campaign is under way to recruit off-seasonal farm workers for essential work in non-agricultural fields. Procedures have been simplified to stimulate these transfers. These policies involve:

(a) The recognition of wood cutting as credit toward agricultural deferment up to one-fourth the total production units required.

(b) The granting of permission by local draft boards for off-seasonal work in essential activities, provided eight months of the year are devoted to agriculture.

(c) A waiver of the "certificate of availability" requirement for work not exceeding six weeks in length on the provision that the employer must then obtain the certificate rather than the worker. These policies and simplified procedures are enabling an increased volume of recruitment.

"The lines of approach to allocation and stabilization problems in labor shortage areas are constantly being made clearer," said Mr. McNutt. "Developing experience on the West Coast, evaluation of manpower programs in Buffalo, Dayton and Louisville, and the pattern of developments in communities such as Akron, Detroit and in central Connecticut indicate the following outlines of the approach:

"(1) Allocation of labor by specifying what types of workers may be employed by an establishment and by setting a ceiling on its total employment.

"(2) Referral of available workers to the most urgent jobs.

"(3) Determination of which labor needs should be filled first.

"(4) Careful inspection of labor requirements.

"(5) Closer working relationships among the War Manpower Commission, the War Production Board and the procurement agencies."

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ADVANCE RELEASE ---------- ADVANCE RELEASE

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OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

Advance Release: For Tuesday Morning Papers, December 7, 1943

Collins-WMC-3336 PM-4477

A total labor force of 66,300,000 in July, 1944, is envisaged in a reappraisal of manpower requirement estimates announced today by Chairman Paul V. McNutt of the War Manpower Commission. This number, an increase of 1,500,000 over July, 1943, will be by far the largest ever mobilized into productive employment or military service in this country.

Reappraisal of estimates was desirable, Mr. McNutt said, in view of these two developments:

(1) Employment of non-war activities such as trades and services is not declining as predicted.

(2) Changed estimates by the War Production Board indicate that munitions expenditures during the calendar year 1944 are not expected, owing to changes in the program dictated by military experience and strategy, to exceed $76,700,000,000, whereas the War Manpower Commission's estimate for munitions industries, announced last June 28, was based upon an earlier War Production Board production schedule totalling $82,400,000,000 for 1944.

It is now expected, according to Mr. McNutt, that munitions employment will increase only to 10,700,000, instead of 11,600,000, as estimated in June. Employment in trades and services will decline only slightly from 10,600,000 to 10,500,000, instead of to 9,900,000. Employment in the Federal War Agencies will remain constant at 1,600,000, instead of increasing to 2,000,000. A few other less significant revisions have also been made in estimates.

Mr. McNutt said he considered expansion of the total labor force to 66,300,000 feasible. The increase in the labor force due to population growth should provide approximately 500,000 above and beyond normal losses from death, disability and retirement, he pointed out. The remaining 1,000,000 must be new workers, primarily women.

"The total of 10,700,000 workers which will be needed in the munitions industries represent an increase of 1,400,000 over the July, 1943 level and one million over September, 1943," Mr. McNutt said.

(Over)

X-23588

"Since the additional requirements are heavily concentrated in Group I and Group II areas, any statistical adequacy of labor reserves in the Nation as a whole provides no basis for complacency.

"The net strength of the Armed Services is expected to rise to 11,300,000--two million over July 1943, and 1,700,000 over September 1943. Actual withdrawals will be considerably higher, since losses resulting from casualties and discharges must be compensated; however, some of the discharged men and women will return to the civilian labor force.

"Employment in non-war manufacturing and in trades and services will not fall off to any significant extent. Therefore, we cannot anticipate a large volume of transfers out of less-essential activities in the absence of effective measures to bring this about.

"The release of more than 600,000 construction workers between September 1943 and July 1944 will provide a valuable pool of skilled labor."

(Editors: Attached is summary of manpower requirements and labor supply, July, 1943 - July, 1944.)

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Women's Advisory C
War Manpower Commission
Room 3353 Social Security Building
Washington, D. C.
Ext. 4660 - Ext. 3442

STATEMENT OF WMC WOMEN'S ADVISORY COMMITTEE RELATIVE TO POST WAR EMPLOYMENT OF WOMEN

The Women's Advisory Committee of the War Manpower Commission, after consideration of a report of its subcommittee on post-war planning, unanimously agreed to submit the following statement to the Honorable Bernard M. Baruch, Chairman, Advisory Unit for War and Post-War Adjustment Policy, Office of War Mobilization:

In the conversion of industry from war to civilian production, the resultant transfer, shifting, and demobilization of large numbers of workers present a major problem, which, in the opinion of the Women's Advisory Committee, requires serious consideration now.

The Women's Advisory Committee is in full recognition of the fact that when men of the armed forces return, they will, and should, have their old jobs back if they want them. This is written into the Selective Service Act. But utilization of all human resources constitutes the major goal of any democratic nation. This can be achieved only if the economy offers full employment. Therefore, all planning for economic readjustment, both now and after the war, should center on the provision of work opportunities for, and machinery for appropriate placement of, all adults in the labor market.

The Women's Advisory Committee approves and supports the official policy which makes no distinction between male and female workers. But in the industrial and professional world, the traditional practice of discrimination against women workers persists. The Committee recommends special attention to the problem of applying and enforcing the principle of the right of women to work.

Only through positive and specific planning for the appropriate placement of individual workers, regardless of sex, can maximum efficiency in our industrial structure be assured and harmony in social relationships be achieved.

To furnish guidance for more comprehensive programs at the close of the war, experimental programs of reemployment should be undertaken now while the problems of conversion are being encountered only in their initial stages.

The Women's Advisory Committee is of the opinion that the following fundamental considerations should be included in the formulation of such programs:

(1) Let us have a fair, honest and accurate definition of "full employment," which is generally agreed to be the key to desirable post-war adjustments.

Employers, and even officials, have assumed that a great number of persons will leave gainful employment when the war ends. A frequent statement runs, "Many women now at work will return to their homes."

The Committee is fully appreciative of the special responsibility of women for family life in our society and also of the desire of millions of women to devote their full time to it. Nevertheless, all evidence so far made available to the Committee tends to show that a relatively small proportion of the women now at work expect to withdraw from the labor market after the war.

It must be borne in mind that almost 14,000,000 working women are not newcomers to the labor force. The number of women who want and need to work has increased enormously during the war. There will be an even higher proportion of unmarried women in our population. There will be hundreds of thousands of women who must accept the permanent function of breadwinner because of the loss of husbands in the war. And there are the women who have adjusted their family life and found a new, often hard-won economic status which they do not wish to lose.

The Women's Advisory C... of studies of curren...

(2) During the war, placement of workers has of necessity been more or less haphazard. Recruitment, employment, and assignment have been effected under pressure, with little application of sound personnel principles. It is suggested that now is the time when each employer should be urged to evaluate the qualifications and skills of his present workers in the light of his post-war labor requirements.

Personnel to be retained after the war should be selected so far as possible on the basis of objective criteria.

(3) All training and re-training programs should include women as well as men; and these programs should be made available to all workers within industry, as well as to persons released from the armed services. Technical and professional training opportunities, for example, should be provided for women as well as for men who have entered the labor market during the war and who may choose particular types of training for future vocational development.

(4) Agencies dealing with labor relations should lead the way in breaking down widely established practices of relegating women to second line in lower positions of leadership and service, for economic progress depends upon united action by all groups. Unions should lead the way against this kind of discrimination, to the end that women workers as members may have equal opportunity to contribute to economic progress.

(5) Standards of wages, hours, and working conditions desirable in a peacetime economy should be restored as rapidly as possible. Greater continuing emphasis must be placed on the enforcement of such principles as "equal pay for equal work." At the same time, where it is obviously necessary to set up special standards for women (e.g., maternity leave privileges), wider acceptance of these standards should be encouraged. These are merely examples of the problems which confront not only women workers, but the entire country.

The Women's Advisory Committee recommends that the membership of government and industry committees planning industrial conversion include persons who (1) are thoroughly conversant with, and interested in, the employment problems of women; (2) recognize that "full employment" means employment for every capable man and woman wishing to work; and (3) will plan realistically toward the objective of full employment for all employables.

Already post-war reconstruction plans in Australia and in England include the policy of aiming to "provide a job for every man and woman who wants one." We in this country, too, need to be swift in adjusting to the times; in taking account of the changes in women's employment status; and in planning for that great problem of post-war world--the successful employment of the whole population.

Placement of women

ADVANCE RELEASE -------- ADVANCE RELEASE

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

Advance Release: For Thursday Afternoon Papers, December 2, 1943

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Job placements by the United States Employment Service during September numbered 909,000, bringing total placements for the first nine months of the year to 6,980,000, the War Manpower Commission announced today. The total represented an increase of 39 per cent over the first nine months of 1942.

More placements were made in September than in any previous month of this year. The 909,000 jobs filled were 1,400 above the August figure and more than 40 per cent above September, 1942. New York, California, and Ohio accounted for more than one-fourth of all the placements made. Although in most States placements tended to approximate the August levels, Rhode Island reported a 50-per-cent increase.

The number as well as the proportion of placements of women reached an all-time high in September. Such placements exceeded 345,000 and constituted 38 per cent of total placements, an increase of more than 3 per cent over August. The rising ratio of placements of women results from the continuing trek of women into the labor market and the high turn-over rates among women workers. New Hampshire and the District of Columbia reported that more than half of their placements were women.

Despite an increase in the total number of placements, non-white placements declined from 155,000 in August to 144,000 in September. This represents 15.8 per cent of all placements and is 1.3 per cent below the August figure. In New Jersey and Connecticut non-white placements were about one-half of the previous month. These two States, together with Georgia, where the decline was 34 per cent, experienced decreases amounting to 8,400.

Except for forestry and fishing, where placements dropped by 56 per cent, and construction, where the decrease was 21 per cent, the major industries did not show significant changes in the number of placements made between August and Sepetember. The report reveals a heavy concentration of non-white placements in service occupations. Although non-whites represent less than 16 per cent of total placements, they constitute more than one-half of all the placements in service occupations.

Since local USES offices have begun streamlining their interviewing procedures, the number of reported applications for work has been steadily decreasing. September applications numbered 754,000, or 16 per cent less than the previous month. This figure represents the lowest number reported this year.

Recruitment of trainees for pre-employment and refresher courses is fast disappearing. From 58,000 trainees recruited in January, the number fell continuously to a new low of 13,000 in September.

The summary tables follow:

X-23401

Summary of placement activities, by State, September 1943

War Manpower Commission region and State	Nonagricultural placements					Clearance placements as:		Applications received	
	September			January-September					
	Number	Percentage change from: August 1943	Percentage change from: September 1942	Number	Percentage change from January-September 1942	Order-holding office	Applicant-holding office	Total	New
Total.....	908,620	+ 0.2	+40.3	6,979,949	+39.1	68,153	66,647	1/ 753,758	506,844
Region I:									
Connecticut.....	9,798	-15.9	+10.8	89,005	+ 8.8	1,501	603	2/ 3,187	3,187
Maine.....	4,951	-23.5	+17.1	51,747	+26.8	324	442	5,577	2,641
Massachusetts.....	24,508	- 1.7	+63.4	197,165	+94.6	623	787	45,404	23,481
New Hampshire.....	2,490	- 3.5	+66.4	19,117	+16.0	49	168	2,548	868
Rhode Island.....	8,770	+50.2	+68.2	47,668	+64.0	2	29	14,175	10,115
Vermont.....	1,463	+24.4	+171.9	7,172	+19.4	30	40	1,232	573
Region II:									
New York.....	86,929	+11.4	+17.0	667,481	+21.6	5,443	10,758	107,590	59,762
Region III:									
Delaware.....	3,568	+35.2	+170.5	19,065	+44.4	314	0	1,474	494
New Jersey.....	36,157	-15.9	+163.7	253,460	+86.7	11,637	2,532	30,879	21,761
Pennsylvania.....	42,107	+ .5	+43.6	322,027	+35.3	2,790	8,087	78,132	55,724
Region IV:									
District of Columbia..	3,263	+ 8.3	-22.4	29,643	-40.8	0	315	6,127	3,644
Maryland.....	13,482	-14.2	+50.1	129,385	+83.1	1,259	388	24,444	15,249
North Carolina.....	23,718	- 3.3	+66.3	150,233	- 2.7	1,931	1,667	7,368	5,085
Virginia.....	10,165	+ 9.4	+ 5.2	72,028	- 3.6	424	820	14,219	8,340
West Virginia.....	7,198	- 2.2	+82.0	55,534	+69.0	322	1,463	7,953	3,600
Region V:									
Kentucky.....	19,991	+ 7.3	+145.4	116,655	+63.2	132	1,904	6,344	5,715
Michigan.....	36,254	- 8.2	+91.3	271,985	+86.0	1,242	403	6,569	5,982
Ohio.....	67,404	+ 4.6	+52.3	501,857	+68.5	1,857	1,723	2/ 7,991	7,991
Region VI:									
Illinois.....	31,384	+21.6	+65.5	224,589	+15.1	1,820	1,518	52,182	37,560
Indiana.....	34,567	+28.4	+71.9	204,291	+63.0	1,392	208	40,869	22,882
Wisconsin.....	19,568	- .6	+34.5	158,935	+45.0	1,203	1,638	14,206	5,943
Region VII:									
Alabama.....	17,708	+ 6.8	+347.1	138,547	+156.7	916	1,466	2/ 13,594	13,594
Florida.....	20,067	+ 3.4	+132.5	153,798	+105.1	827	891	13,339	10,224
Georgia.....	26,502	- 6.7	+258.6	166,661	+145.5	1,249	1,613	7,755	5,409
Mississippi.....	10,276	-10.6	- 6.8	87,592	+14.3	1,314	919	14,546	13,774
South Carolina.....	8,617	-22.8	+65.3	58,749	+13.5	112	456	12,616	11,912
Tennessee.....	16,865	-26.7	+100.7	116,035	+77.1	3,345	901	10,490	7,001
Region VIII:									
Iowa.....	14,077	+ 3.2	+79.1	85,534	+40.2	403	1,244	15,450	9,367
Minnesota.....	15,759	-29.8	+42.0	135,270	+90.7	4,619	2,926	17,421	8,245
Nebraska.....	4,676	-35.3	-36.8	57,984	+ 7.7	386	772	6,084	3,109
North Dakota.....	1,122	+ 3.0	-25.6	13,974	- .9	16	27	4,285	3,211
South Dakota.....	1,474	- 9.7	-62.9	14,265	-41.3	131	299	1,766	1,030
Region IX:									
Arkansas.....	7,345	-21.7	-62.3	85,520	-34.4	2,446	2,712	8,539	4,330
Kansas.....	14,288	+15.8	- .5	122,236	+38.8	771	776	4,629	2,507
Missouri.....	25,832	- 6.6	-18.3	228,513	+19.3	520	3,014	33,394	20,760
Oklahoma.....	8,311	- 9.0	+ 9.6	72,368	+34.2	349	866	3,733	2,798
Region X:									
Louisiana.....	6,502	+ .3	+88.9	51,959	+ 7.7	13	393	7,054	5,265
New Mexico.....	1,820	-17.2	+ 4.8	19,392	-20.4	30	513	1,493	1,359
Texas.....	45,727	+14.7	+13.2	386,767	+ 5.0	2,275	4,334	43,862	37,179
Region XI:									
Colorado.....	7,930	-12.6	- 3.9	52,601	+ 7.0	427	1,628	3,346	2,127
Idaho.....	3,248	- 7.4	-54.5	28,477	-15.4	252	264	1,670	1,296
Montana.....	3,094	+ 6.1	-14.9	19,223	-21.4	814	195	3,638	2,482
Utah.....	5,073	- 8.8	-24.9	73,753	+101.5	842	64	1,319	1,057
Wyoming.....	2,167	+30.2	- 3.2	14,265	-23.8	260	30	1,067	777
Region XII:									
Arizona.....	6,436	+30.1	+62.7	40,483	+34.9	1,215	198	568	527
California.....	81,375	- 4.4	+14.7	711,767	+35.6	2,680	3,298	39,617	34,186
Nevada.....	3,928	+11.6	+24.5	33,305	+37.8	849	421	774	184
Oregon.....	18,910	(3)	+79.6	175,219	+98.7	1,467	404	2,431	1,747
Washington.....	41,706	+17.0	+160.2	246,650	+91.8	5,330	530	808	792

1/ Excludes renewals for Alabama, Connecticut and Ohio; data not reported.
2/ Excludes renewals; data not reported.
3/ Increase of less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(CA1)

7-2839 p2 bu

Nonagricultural placements, by State, September and January-September 1943

War Manpower Commission region and State	September										January-September	
	Number	Percentage change from: August 1943	Percentage change from: September 1942	Short-time: Number	Short-time: Percent of total	Women: Number	Women: Percentage change from August 1943	Women: Percent of total	Nonwhite: Number	Nonwhite: Percentage change from 1/ August 1943	Nonwhite: Percent of total	Number	Percentage change from January-September 1942
Total.....	908,620	+ 0.2	+40.3	77,741	8.6	345,156	+ 3.2	38.0	143,924	- 7.0	15.8	6,979,949	+39.1
Region I:													
Connecticut.....	9,798	-15.9	+10.8	190	1.9	4,093	-15.5	41.8	374	-54.6	3.8	89,005	+ 8.8
Maine.....	4,951	-23.5	+17.1	150	3.0	2,166	+ .2	43.7	45	---	.9	51,747	+26.8
Massachusetts.....	24,508	- 1.7	+63.4	152	.6	10,975	+ 3.9	44.8	600	-16.3	2.4	197,165	+94.6
New Hampshire.....	2,490	- 3.5	+66.4	29	1.2	1,266	+11.9	50.8	5	---	.2	19,117	+16.0
Rhode Island.....	8,770	+50.2	+68.2	0	0	3,509	+46.5	40.0	233	+111.8	2.7	47,668	+64.0
Vermont.....	1,463	+24.4	+171.9	12	.8	607	+101.0	41.5	0	---	---	7,172	+19.4
Region II:													
New York.....	86,929	+11.4	+17.0	29,210	33.6	41,523	+ 7.4	47.8	28,721	+ 3.6	33.0	667,481	+21.6
Region III:													
Delaware.....	3,568	+35.2	+170.5	0	0	1,177	+22.3	33.0	786	+72.4	22.0	19,065	+44.4
New Jersey.....	36,157	-15.9	+163.7	2,113	5.8	13,751	-18.6	38.0	5,392	-48.3	14.9	253,460	+86.7
Pennsylvania.....	42,107	+ .5	+43.6	1,683	4.0	17,228	+ 7.6	40.9	5,380	+ 1.3	12.8	322,027	+35.3
Region IV:													
District of Columbia.	3,263	+ 8.3	-22.4	1,042	31.9	2,407	+12.6	73.8	2,327	+ .8	71.3	29,643	-40.8
Maryland.....	13,482	-14.2	+50.1	84	.6	6,424	-14.5	47.6	2,819	-37.0	20.9	129,385	+83.1
North Carolina.....	23,718	- 3.3	+66.3	298	1.3	9,758	-16.7	41.1	11,055	-11.5	46.6	150,233	- 2.7
Virginia.....	10,165	+ 9.4	+ 5.2	98	1.0	3,791	+ 1.4	37.3	4,210	+16.7	41.4	72,028	- 3.6
West Virginia.....	7,198	- 2.2	+82.0	237	3.3	1,511	- 7.0	21.0	334	-12.1	4.6	55,534	+69.0
Region V:													
Kentucky.....	19,991	+ 7.3	+145.4	190	1.0	5,927	+36.5	29.6	3,410	- 7.5	17.1	116,655	+63.2
Michigan.....	36,254	- 8.2	+91.3	278	.8	15,861	- 8.7	43.7	3,609	- 4.2	10.0	271,985	+86.0
Ohio.....	67,404	+ 4.6	+52.3	7,330	10.9	27,776	+12.6	41.2	9,937	+ 6.8	14.7	501,857	+68.5
Region VI:													
Illinois.....	31,384	+21.6	+65.5	866	2.8	12,233	+21.7	39.0	3,129	+28.8	10.0	224,589	+15.1
Indiana.....	34,567	+28.4	+71.9	1,343	3.9	14,410	+31.5	41.7	2,160	+11.4	6.2	204,291	+63.0
Wisconsin.....	19,568	- .6	+34.5	592	3.0	8,041	+ 1.1	41.1	180	- 2.2	.9	158,935	+45.0
Region VII:													
Alabama.....	17,708	+ 6.8	+347.1	31	.2	5,460	+17.0	30.8	4,901	+14.4	27.7	138,547	+156.7
Florida.....	20,067	+ 3.4	+132.5	402	2.0	6,806	+16.5	33.9	5,653	+ 1.2	28.2	153,798	+105.1
Georgia.....	26,502	- 6.7	+258.6	44	.2	7,489	+ 4.2	28.3	5,551	-34.4	20.9	166,661	+145.5
Mississippi.....	10,276	-10.6	- 6.8	24	.2	3,417	- 3.4	33.3	3,280	-16.5	31.9	87,592	+14.3
South Carolina.....	8,617	-22.8	+65.3	385	4.5	2,992	-23.8	34.7	2,836	-28.1	32.9	58,749	+13.5
Tennessee.....	16,865	-26.7	+100.7	194	1.2	4,480	-16.2	26.6	4,383	- .8	26.0	116,035	+77.1
Region VIII:													
Iowa.....	14,077	+ 3.2	+79.1	384	2.7	6,306	+ 7.8	44.8	319	+10.8	2.3	85,534	+40.2
Minnesota.....	15,759	-29.8	+42.0	1,893	12.0	4,524	-39.7	28.7	109	-15.5	.7	135,270	+90.7
Nebraska.....	4,676	-35.3	-36.8	498	10.7	1,195	-43.6	25.6	234	-34.5	5.0	57,984	+ 7.7
North Dakota.....	1,122	+ 3.0	-28.6	304	27.1	422	+ 9.6	37.6	13	---	1.2	13,974	- .9
South Dakota.....	1,474	- 9.7	-62.9	86	5.8	516	+ 9.3	35.0	150	+20.0	10.2	14,265	-41.3
Region IX:													
Arkansas.....	7,345	-21.7	-62.3	450	6.1	2,632	-24.6	35.8	2,133	-17.9	29.0	85,520	-34.4
Kansas.....	14,285	+15.8	- .5	504	3.5	5,412	+39.5	37.9	1,372	- 7.4	9.6	122,236	+38.8
Missouri.....	25,832	- 6.6	-18.3	469	1.8	10,624	- 7.7	41.1	3,455	+21.1	13.4	228,513	+19.3
Oklahoma.....	8,311	- 9.0	+ 9.6	1,130	13.6	2,169	- 4.8	26.1	1,434	- 5.0	17.3	72,368	+34.2
Region X:													
Louisiana.....	6,502	+ .3	+88.9	295	4.5	2,395	+ 9.6	36.8	2,429	- 7.1	37.4	51,959	+ 7.7
New Mexico.....	1,820	-17.2	+ 4.8	49	2.7	305	- 1.3	16.8	128	+156.0	7.0	19,392	-20.4
Texas.....	45,727	+14.7	+13.2	1,453	3.2	14,996	+25.6	32.8	10,867	- 8.8	23.8	386,767	+ 5.0
Region XI:													
Colorado.....	7,980	-12.6	- 3.9	440	5.5	2,522	+ 2.9	31.6	171	-26.0	2.1	52,601	+ 7.0
Idaho.....	3,248	- 7.4	-54.5	363	11.2	761	+56.9	23.4	166	---	5.1	28,477	-15.4
Montana.....	3,094	+ 6.1	-14.9	119	3.8	437	-12.6	14.1	56	-64.8	1.8	19,223	-21.4
Utah.....	5,073	- 8.8	-24.9	512	10.1	1,776	+91.0	35.0	541	+313.0	10.7	73,753	+101.5
Wyoming.....	2,167	+30.2	- 3.2	37	1.7	354	+16.4	16.3	41	---	1.9	14,265	-23.8
Region XII:													
Arizona.....	6,436	+30.1	+62.7	151	2.3	1,884	+23.2	29.3	799	-13.8	12.4	40,483	+34.9
California.....	81,375	- 4.4	+14.7	9,457	11.6	30,305	- 8.7	37.2	6,489	+ 9.1	8.0	711,767	+35.6
Nevada.....	3,928	+11.6	+24.5	347	8.8	475	-16.4	12.1	232	-45.2	5.9	33,305	+37.8
Oregon.....	18,910	(2)	+79.6	1,583	8.4	7,151	+24.6	37.8	349	+19.1	1.8	175,219	+98.7
Washington.....	41,706	+17.0	+160.2	10,239	24.6	12,917	+27.2	31.0	1,127	-33.1	2.7	246,650	+91.8

1/ Computed only for States reporting 50 or more nonwhite placements in both months.
2/ Increase of less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(CA2)

Nonagricultural placements by industry division by major occupational group, September 1943

Industry division	Total, all occupations					Professional and managerial	Clerical and sales	Service	Skilled	Semi-skilled	Unskilled and other
	Number	Percentage change from: August 1943	Percentage change from: September 1942	Women	Nonwhite						
Total	908,620	+ 0.2	+40.3	345,156	143,924	10,222	76,941	89,638	110,321	137,973	483,525
Forestry and fishing	456	-55.6	+14.9	21	12	9	13	126	15	29	264
Mining	12,389	+ 4.6	+211.4	331	685	29	185	78	4,203	1,451	6,443
Construction	72,197	-20.7	-58.3	2,070	14,082	205	2,414	1,273	18,782	7,959	41,564
Manufacturing	596,047	+ 2.4	+119.3	234,865	59,039	5,488	34,658	12,188	73,712	108,566	361,435
Transportation, communication, and other public utilities	39,740	+ 6.6	+100.5	6,714	6,511	247	5,092	1,544	3,706	4,759	24,392
Wholesale and retail trade	59,747	+ 3.0	+29.9	25,946	15,042	367	15,090	14,715	1,917	4,812	22,846
Finance, insurance, and real estate	3,581	- 2.5	+10.6	2,173	638	27	1,880	1,119	129	128	298
Service	76,761	- 1.7	- 2.8	53,871	39,853	2,779	5,833	52,980	2,889	4,449	7,831
Government	47,197	+10.7	- 5.5	19,098	7,876	1,065	11,722	5,588	4,924	5,774	18,124
Establishments n.e.c.	505	-63.7	+ 6.8	67	186	6	54	27	44	46	328

War Manpower Commission
Reports and Analysis Service
(CA3)

Nonagricultural placements by major occupational group by sex and color, by State, July-September 1943

War Manpower Commission region and State	All occupations			Professional and managerial			Clerical and sales			Service			Skilled			Semiskilled			Unskilled and other		
	Total	Women	Nonwhite	Total	Women	Nonwhite	Total	Women	Nonwhite	Total	Women	Nonwhite	Total	Women	Nonwhite	Total	Women	Nonwhite	Total	Women	Nonwhite
Total	2,696,257	991,296	438,495	27,798	9,659	204	211,931	159,744	2,479	272,289	171,705	136,469	322,678	43,113	9,162	410,443	176,770	28,143	1,451,118	430,305	260,038
Region I:																					
Connecticut	31,944	13,675	2,171	599	188	0	2,775	2,068	13	1,594	565	213	2,893	283	30	5,508	2,726	352	18,575	7,845	1,563
Maine	16,270	6,790	237	184	84	0	949	743	1	800	540	22	1,258	125	4	2,124	855	24	12,955	4,443	186
Massachusetts	75,105	32,558	1,906	669	166	5	5,560	4,103	27	3,573	1,333	170	10,942	1,648	126	11,931	6,075	206	42,430	19,233	1,372
New Hampshire	7,737	3,495	27	26	6	0	408	365	0	617	328	13	439	70	0	2,172	1,084	9	4,075	1,842	5
Rhode Island	20,172	7,575	416	264	49	0	2,297	1,636	2	631	188	32	2,324	120	18	2,187	960	54	12,469	4,622	310
Vermont	3,490	1,171	2	41	27	0	261	182	0	240	55	1	535	61	0	670	241	1	1,743	565	0
Region II:																					
New York	245,264	120,558	84,199	2,957	1,220	53	18,020	13,297	479	81,545	65,258	63,616	27,237	3,881	1,341	32,865	15,965	6,747	82,640	20,937	11,963
Region III:																					
Delaware	8,762	2,970	1,802	123	32	3	717	442	6	321	122	57	1,352	29	57	847	292	120	5,402	2,093	1,559
New Jersey	110,878	41,869	21,045	1,161	419	5	7,710	5,376	79	8,497	5,834	4,892	11,252	843	329	9,605	3,940	796	72,653	25,457	14,944
Pennsylvania	121,947	47,651	15,799	1,315	410	6	7,009	5,046	123	9,453	6,951	5,281	14,882	2,714	500	19,727	10,057	1,852	69,561	22,433	8,037
Region IV:																					
District of Columbia	9,687	6,816	7,150	103	55	3	1,129	955	73	6,488	5,420	6,083	358	25	31	470	147	178	1,129	214	782
Maryland	50,018	23,770	13,129	246	91	0	4,753	3,951	113	2,803	1,740	1,507	3,066	318	139	11,091	7,329	906	28,059	10,341	10,464
North Carolina	64,064	27,025	29,605	367	142	3	4,622	3,229	29	3,413	1,908	2,128	7,416	878	382	9,575	4,456	1,082	38,671	16,412	25,981
Virginia	28,300	11,042	11,371	134	68	1	2,287	1,893	29	2,287	1,522	1,463	3,403	266	123	4,544	2,430	650	15,645	4,861	9,105
West Virginia	20,600	4,435	1,079	107	21	0	902	651	7	1,454	1,133	460	2,407	68	69	2,453	747	29	13,277	1,815	514
Region V:																					
Kentucky	52,641	12,946	9,843	606	204	0	2,871	1,846	3	2,795	894	1,671	9,564	220	67	4,850	1,696	386	31,955	8,086	7,716
Michigan	112,797	49,636	10,969	643	178	8	5,624	4,151	100	5,152	2,545	1,547	9,318	2,038	444	34,167	18,982	2,496	57,893	21,742	6,374
Ohio	195,641	76,715	28,235	1,639	354	12	12,529	9,287	341	19,760	11,974	10,637	15,963	2,456	409	28,775	12,401	1,648	116,975	40,241	15,188
Region VI:																					
Illinois	84,023	32,309	8,696	943	401	25	7,010	5,268	173	3,645	1,273	639	8,840	2,147	406	13,753	6,246	1,301	49,828	16,974	6,152
Indiana	84,543	34,373	5,871	648	293	11	5,134	3,997	100	3,248	1,384	881	7,432	1,990	157	14,321	6,607	564	53,760	20,102	4,158
Wisconsin	72,412	26,082	564	903	553	0	3,564	2,676	4	2,532	1,481	64	5,649	1,412	30	7,752	3,235	99	52,012	16,725	367
Region VII:																					
Alabama	52,028	14,141	13,569	324	85	1	4,261	3,228	34	2,978	1,463	1,398	8,162	1,196	253	5,721	2,014	381	30,582	6,158	11,502
Florida	60,213	17,387	16,840	671	147	1	7,899	5,691	99	6,587	3,838	3,638	13,713	1,095	331	10,886	2,434	820	20,456	4,222	11,991
Georgia	77,863	19,945	20,953	836	207	5	6,378	3,976	147	3,807	1,809	1,818	18,058	1,948	553	9,900	3,543	679	38,884	8,698	17,751
Mississippi	33,458	10,068	11,861	196	44	0	2,639	2,054	20	3,092	1,512	1,442	4,729	285	180	7,230	3,099	548	15,563	3,114	9,671
South Carolina	29,272	10,252	9,312	126	31	1	1,073	735	4	2,132	1,153	1,692	2,774	436	97	5,144	2,287	338	18,023	5,608	7,180
Tennessee	53,010	13,997	11,886	203	55	0	2,433	1,719	10	2,227	973	1,411	6,323	1,861	86	7,362	4,140	228	34,462	5,249	10,151
Region VIII:																					
Iowa	38,975	16,677	854	510	258	1	3,035	2,413	4	1,818	866	144	2,917	339	32	8,394	4,536	151	22,301	8,265	522
Minnesota	60,975	19,320	380	450	81	2	3,510	2,012	6	3,621	2,049	40	6,627	379	17	6,808	1,225	39	39,959	13,574	276
Nebraska	18,998	4,533	919	347	252	0	1,297	1,045	3	1,208	709	129	2,972	32	15	1,577	173	17	11,597	2,322	755
North Dakota	3,841	1,658	43	144	98	0	458	350	2	983	702	8	123	8	0	371	49	4	1,762	251	29
South Dakota	5,314	1,479	482	118	71	0	547	465	4	586	432	28	758	24	11	796	50	76	2,509	437	363
Region IX:																					
Arkansas	27,344	8,699	8,004	175	106	1	2,066	1,497	15	4,151	2,912	2,506	1,944	164	147	2,320	402	191	16,689	3,618	5,144
Kansas	39,647	13,057	4,214	504	232	1	4,237	3,055	15	3,998	2,074	1,183	6,579	1,453	114	8,265	3,169	239	16,064	3,074	2,662
Missouri	81,302	33,359	9,429	1,706	522	19	8,912	6,100	91	6,617	2,869	2,757	10,408	3,030	265	23,647	12,948	884	30,012	7,890	5,413
Oklahoma	25,896	6,790	4,357	149	62	0	2,076	1,613	1	4,640	3,112	2,495	2,784	116	10	2,854	433	60	13,393	1,454	1,791
Region X:																					
Louisiana	19,016	6,561	7,375	190	33	3	1,748	1,351	87	2,133	1,119	1,652	4,079	1,851	320	2,449	766	582	8,417	1,841	4,731
New Mexico	6,800	987	253	20	9	1	465	355	1	735	303	63	1,615	94	5	686	110	4	3,289	116	179
Texas	129,375	39,225	34,629	1,262	545	2	11,896	8,510	43	16,113	9,318	9,959	16,858	1,954	308	27,136	10,360	1,400	56,110	8,538	23,117
Region XI:																					
Colorado	22,358	6,548	465	393	234	0	1,705	1,301	5	1,449	709	63	2,534	216	27	2,232	461	21	14,045	3,627	349
Idaho	9,554	1,854	222	67	34	0	336	260	7	996	668	22	1,265	11	3	1,715	212	0	5,175	669	190
Montana	8,277	1,352	307	38	5	0	408	323	0	783	556	4	2,444	14	2	913	35	0	3,691	419	301
Utah	17,895	4,871	1,491	140	34	8	1,352	979	3	926	460	10	3,020	68	5	1,588	215	6	10,869	3,095	1,459
Wyoming	5,315	1,020	111	24	10	0	274	203	2	384	319	18	1,410	304	6	466	50	2	2,757	134	83
Region XII:																					
Arizona	15,662	4,535	2,772	86	25	0	1,728	1,397	118	1,586	754	434	2,048	148	76	1,637	646	80	8,577	1,565	2,064
California	251,290	93,808	16,968	4,500	1,234	18	29,723	25,590	90	24,182	12,739	3,182	26,335	3,194	1,307	21,503	7,204	1,120	145,047	43,847	11,251
Nevada	11,487	1,775	1,192	17	2	0	690	445	0	1,607	989	544	1,710	14	27	607	46	7	6,856	279	614
Oregon	57,274	19,669	1,030	392	99	1	4,526	3,698	5	4,143	1,697	124	7,963	367	89	15,709	6,036	394	24,541	7,772	417
Washington	115,523	34,465	4,261	532	183	4	10,139	8,217	1	7,959	3,293	328	15,982	1,360	214	13,132	3,726	372	67,779	17,686	3,342

War Manpower Commission
Reports and Analysis Service
(CA10)

Nonagricultural placements by industry, by sex and color, and by major occupational group, July-September 1943

Industry	Total					Professional and managerial	Clerical and sales	Service	Skilled	Semi-skilled	Unskilled and other
	Number	Percentage change from: April-June 1943	Percentage change from: July-September 1942	Women	Nonwhite						
Total	2,696,257	+19.4	+38.9	991,296	438,495	27,798	211,931	272,289	322,678	410,443	1,451,118
Forestry & fishing	2,061	+20.3	+26.4	135	110	81	53	240	193	282	1,212
Mining	33,418	+76.5	+218.7	779	2,079	93	523	282	11,159	3,705	17,656
Contract construction	251,585	- 6.5	-56.6	6,211	51,271	785	7,215	3,814	61,209	25,583	152,979
Manufacturing	1,739,157	+31.9	+139.9	668,616	179,973	14,806	94,977	34,236	211,706	321,701	1,061,731
Ordnance & accessories	122,599	+36.7	+161.0	54,379	10,232	995	6,487	3,589	12,822	20,560	78,146
Food & kindred products	265,813	+178.6	+146.6	107,929	27,355	405	4,181	2,694	1,895	7,702	248,936
Tobacco manufactures	16,334	+499.6	+674.1	9,395	10,748	27	364	74	411	1,208	14,250
Textile-mill products	74,963	+49.1	+216.2	36,379	4,765	101	1,320	931	7,047	19,988	45,576
Apparel & related products	50,958	+10.2	+20.1	42,422	7,242	36	2,063	627	2,352	32,914	12,966
Lumber & timber basic products	32,940	+16.6	+93.6	4,154	5,088	115	566	633	1,673	6,006	23,947
Furniture & finished lumber products	25,486	+32.5	+95.3	8,851	5,416	57	599	403	1,472	3,518	19,437
Paper and allied products	32,315	+19.2	+224.7	12,845	5,008	112	1,012	332	675	1,912	28,272
Printing, publishing, & allied industries	9,583	+22.0	+40.9	5,199	1,007	179	2,615	470	483	790	5,046
Explosives	8,226	-14.0	(1)	2,961	742	213	485	249	470	1,237	5,572
Small-arms ammunition	27,470	-18.2	(1)	15,846	1,428	279	1,924	1,009	1,000	9,467	13,791
Fireworks & pyrotechnics	910	+14.9	(1)	540	25	3	56	40	47	134	630
Other chemicals	38,383	+26.2	(1)	10,469	8,984	1,004	2,776	1,248	2,034	2,503	28,818
Products of petroleum & coal	9,597	+31.0	+146.6	2,546	1,432	272	872	208	659	746	6,840
Rubber products	29,196	+56.0	+278.9	13,431	3,930	287	1,262	275	2,302	1,910	23,160
Leather & leather products	14,538	+33.0	+91.3	9,052	1,296	23	679	157	517	3,722	9,440
Stone, clay & glass products	25,516	+28.2	+137.9	7,778	3,436	164	795	234	823	1,795	21,705
Firearms (.60 caliber & under)	15,225	+37.8	(1)	6,881	1,084	76	740	643	1,368	5,164	7,234
Other iron & steel products	116,893	+29.4	(1)	28,991	19,219	775	4,766	1,573	11,809	12,295	85,675
Railroad equipment	5,333	+33.9	+241.4	1,218	417	68	559	147	1,022	713	2,824
Aircraft & parts	227,510	+19.7	+113.2	104,039	10,880	4,036	20,803	6,366	39,977	74,138	82,190
Ship & boat building & repairing	303,729	+ 1.8	+227.7	61,696	28,271	2,087	19,765	6,179	85,886	47,515	142,297
Other transportation equipment	900	-21.8	+113.8	220	104	11	71	21	158	248	391
Nonferrous metals & their products	51,307	+26.8	+133.7	13,011	7,063	472	2,505	933	3,786	6,768	36,843
Electrical machinery	74,749	+23.5	+102.5	45,996	4,270	1,344	5,806	1,386	5,340	19,628	41,245
Metalworking machinery	21,889	+11.7	+43.6	7,075	788	362	1,717	616	5,330	4,552	9,312
Other machinery	78,553	+31.8	+128.4	27,284	4,193	871	6,356	1,829	14,110	18,243	37,144
Automobiles & automobile equipment	28,509	+53.2	+151.1	10,820	3,279	146	1,595	692	2,854	9,559	13,663
Miscellaneous manufacturing	29,733	+13.3	+65.4	17,209	2,271	286	2,238	678	3,384	6,766	16,381
Transportation, communication, and other public utilities	109,609	+31.1	+71.1	18,801	19,870	666	14,546	4,472	9,957	13,470	66,498
Wholesale & retail trade	165,892	+30.3	+16.9	69,297	40,605	919	38,196	42,674	4,979	13,257	65,867
Finance, insurance & real estate	10,933	- .2	+ 5.3	6,379	1,944	94	5,495	3,635	397	316	996
Service industries except private households	108,650	+ 7.4	+ 3.2	54,763	25,225	6,961	16,032	41,795	7,399	13,175	23,288
Private households	127,515	-10.0	-10.5	108,690	93,897	13	474	122,632	716	226	3,454
Regular government establishments	140,338	- 3.5	+44.8	55,386	21,682	3,291	33,947	17,983	13,914	17,827	53,376
Special government projects	4,834	-87.6	- .6	1,721	688	74	277	387	902	778	2,416
Establishments n.e.c.	2,265	+84.0	+28.9	518	1,151	15	196	139	147	123	1,645

1/ Data not available.

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Nonagricultural placements by major occupational group by sex and color, July-September 1943

Major occupational group	Total			Women			Nonwhite		
	Number	Percentage change from: April-June 1943	Percentage change from: July-September 1942	Number	Percentage change from April-June 1943	Percent of total	Number	Percentage change from April-June 1943	Percent of total
Total.....	2,696,257	+19.4	+38.9	991,296	+23.2	36.8	438,495	+19.5	16.3
Professional and managerial	27,798	+11.6	+35.5	9,659	+ 7.3	34.7	204	-18.7	.7
Clerical and sales.....	211,931	+10.5	+41.7	159,744	+12.2	75.4	2,479	- 4.7	1.2
Service.....	272,289	(1)	+ 2.7	171,705	+ 3.7	63.1	138,469	+ 3.6	50.9
Skilled.....	322,678	+ 7.4	+ 8.3	43,113	+ 1.9	13.4	9,162	- 3.6	2.8
Semiskilled.....	410,443	+17.4	+58.0	176,770	+18.6	43.1	28,143	+ 6.0	6.9
Unskilled and other.....	1,451,118	+29.7	+54.7	430,305	+45.1	29.7	260,038	+33.9	17.9

1/ Increase of less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(CA12)

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Nonagricultural placements by industry division, by State, July-September 1943

War Manpower Commission region and State	Total			Forestry and fishing	Mining	Construction	Manufacturing	Transportation, communication, and other public utilities	Wholesale and retail trade	Finance, insurance, and real estate	Service		Government	Establishments not elsewhere classified
	Number	Percentage change from: April-June 1943	Percentage change from: July-Sept. 1942								Total	Domestic		
Total.....	2,696,257	+19.4	+38.9	2,061	33,418	251,585	1,739,157	109,609	165,892	10,933	236,165	127,515	145,172	2,265
Region I:														
Connecticut.....	31,944	+13.7	+19.8	4	2	341	28,147	473	1,370	121	1,051	139	435	0
Maine.....	18,270	- 1.2	+28.7	0	7	1,466	14,326	253	660	32	1,113	99	386	27
Massachusetts.....	75,105	+23.8	+89.9	20	7	616	65,441	1,659	3,373	312	2,491	342	1,185	1
New Hampshire.....	7,737	+24.1	+50.7	2	45	228	6,125	253	367	9	596	165	112	0
Rhode Island.....	20,172	+102.1	+58.1	0	0	329	16,832	452	503	34	389	22	1,629	4
Vermont.....	3,490	+83.5	+123.3	2	217	446	2,451	65	106	10	169	48	24	0
Region II:														
New York.....	245,264	+19.8	+21.2	21	115	8,552	121,912	10,672	15,284	2,048	77,728	61,021	8,870	62
Region III:														
Delaware.....	8,762	+64.4	+89.4	0	0	195	7,970	339	53	2	135	5	68	0
New Jersey.....	110,878	+39.0	+169.8	5	73	1,516	94,520	2,028	2,392	233	7,058	4,752	3,048	5
Pennsylvania.....	121,947	+19.3	+37.7	37	3,223	7,444	91,176	4,908	2,576	311	9,021	5,516	3,242	9
Region IV:														
District of Columbia.	9,687	+ 7.7	-29.8	0	1	528	431	414	1,767	196	5,939	4,500	411	0
Maryland.....	50,018	+22.4	+87.4	1	10	1,417	40,581	1,307	3,578	73	1,526	89	1,525	0
North Carolina.....	64,064	+64.0	+10.4	34	227	9,834	30,814	1,823	12,394	114	3,005	1,408	4,972	847
Virginia.....	28,300	+21.5	+ 8.5	1	923	3,342	12,947	1,019	3,951	117	1,690	495	4,287	23
West Virginia.....	20,600	+13.0	+84.4	3	4,176	2,541	9,705	1,346	864	31	1,429	897	501	4
Region V:														
Kentucky.....	52,641	+42.3	+78.6	0	1,793	10,985	31,740	1,235	1,749	176	1,898	550	3,062	3
Michigan.....	112,797	+28.3	+110.0	10	194	4,011	98,728	2,030	2,419	183	2,849	872	2,356	17
Ohio.....	195,641	+22.1	+72.3	2	654	8,937	145,832	8,536	8,701	380	15,797	10,951	6,791	11
Region VI:														
Illinois.....	84,023	+12.4	+32.3	1	409	1,539	72,455	2,198	2,859	270	2,385	444	1,903	4
Indiana.....	84,543	+27.5	+87.6	3	32	1,373	73,909	1,728	1,721	201	2,279	558	3,294	3
Wisconsin.....	72,412	+54.2	+60.7	1	22	1,503	63,116	1,135	2,290	106	2,608	788	1,626	5
Region VII:														
Alabama.....	52,028	+ 2.3	+313.4	2	1,424	3,037	36,730	1,647	2,120	110	1,460	193	5,488	10
Florida.....	60,213	+ .5	+99.0	491	126	9,765	24,858	3,820	5,336	334	4,725	1,130	10,746	12
Georgia.....	77,863	+27.0	+225.0	7	165	8,324	51,439	4,136	4,230	387	2,807	336	6,363	5
Mississippi.....	33,458	+13.9	-20.1	0	48	5,947	18,135	1,310	2,108	37	1,944	305	3,913	16
South Carolina.....	29,272	+66.9	+79.0	0	20	2,294	19,085	840	3,177	97	2,047	1,220	1,169	543
Tennessee.....	53,010	+34.6	+121.1	1	343	17,151	27,205	1,884	2,237	88	1,405	350	2,617	79
Region VIII:														
Iowa.....	38,975	+42.6	+66.0	2	112	2,708	30,035	1,089	2,031	172	1,777	719	1,042	7
Minnesota.....	60,975	+40.1	+103.2	42	550	10,703	38,899	3,578	3,444	175	2,501	1,347	1,081	2
Nebraska.....	18,998	- 1.4	-22.0	7	48	7,250	5,636	1,246	2,033	94	1,355	442	1,195	134
North Dakota.....	3,541	-32.2	-21.4	4	16	650	475	326	1,073	62	998	605	236	1
South Dakota.....	5,314	+ 5.9	-58.0	1	88	2,164	871	249	566	24	496	210	855	0
Region IX:														
Arkansas.....	27,344	- 2.1	-56.3	3	316	7,326	9,563	1,101	2,444	190	3,915	2,236	2,486	0
Kansas.....	39,647	- 1.3	- .2	1	106	7,332	22,075	1,076	2,476	127	2,722	1,492	3,731	1
Missouri.....	81,302	+ 9.7	-14.8	1	370	4,185	58,167	5,068	5,574	761	4,536	807	2,624	16
Oklahoma.....	25,896	+ 6.0	+24.2	0	634	6,153	7,088	1,185	2,602	165	5,797	3,004	2,250	22
Region X:														
Louisiana.....	19,016	+17.8	+41.9	3	141	3,818	9,104	842	1,765	213	2,107	362	1,019	4
New Mexico.....	6,800	+25.3	-35.0	4	727	3,163	422	150	335	6	604	150	1,329	60
Texas.....	129,375	+ 6.7	+ 3.9	65	663	25,575	62,891	4,955	11,858	666	13,554	6,118	9,139	9
Region XI:														
Colorado.....	22,358	+42.1	+ 2.7	18	1,439	1,333	9,888	3,081	2,357	126	1,828	492	2,266	22
Idaho.....	9,554	- 7.4	-49.6	404	1,421	1,880	2,145	802	1,289	28	896	467	671	18
Montana.....	8,277	+34.6	-42.2	13	1,776	2,214	1,224	1,132	771	22	779	346	329	17
Utah.....	17,895	-25.9	- 8.0	0	1,618	5,006	5,740	1,580	919	31	881	48	2,071	49
Wyoming.....	5,315	+19.5	-55.7	25	938	1,925	772	536	228	5	545	126	339	2
Region XII:														
Arizona.....	15,662	+26.3	+27.7	86	2,775	1,589	3,818	1,244	719	73	1,303	214	4,042	13
California.....	251,290	+ 8.7	+18.6	434	2,966	14,690	154,527	15,945	19,813	1,524	23,289	6,850	18,001	101
Nevada.....	11,487	+ .3	+14.1	2	2,062	2,230	3,499	423	696	15	1,946	811	614	0
Oregon.....	57,274	-16.1	+69.6	180	166	4,240	41,107	2,084	3,375	91	3,404	1,727	2,607	20
Washington.....	115,523	+36.9	+122.2	118	230	21,790	64,601	4,407	11,339	351	5,388	1,747	7,222	77

War Manpower Commission
Reports and Analysis Service
(CA13)

Applicants referred and accepted in preemployment and refresher courses, September and January-September 1943

War Manpower Commission region and State	September		January-September	
	Number	Percentage change from 1/ August 1943	Number	Percentage change from January-September 1942
Total	13,468	- 2.0	289,987	-57.7
Region I:				
Connecticut	33	—	2,158	-60.9
Maine	0	—	310	-90.5
Massachusetts	172	+ 1.2	4,747	-70.0
New Hampshire	98	-12.5	1,714	-18.1
Rhode Island	7	—	591	-93.6
Vermont	9	—	383	-69.1
Region II:				
New York	2,022	+ 8.5	39,058	-30.7
Region III:				
Delaware	1	—	343	-87.4
New Jersey	374	-35.0	11,835	-54.6
Pennsylvania	1,443	+19.3	27,931	-40.9
Region IV:				
District of Columbia	381	+28.3	1,724	+236.7
Maryland	266	+26.7	6,508	-71.4
North Carolina	103	+63.5	3,412	-57.1
Virginia	159	+63.9	3,891	-34.7
West Virginia	225	-4[illegible].7	4,439	-37.0
Region V:				
Kentucky	21	—	3,341	-38.6
Michigan	145	- 4.0	13,843	-64.9
Ohio	196	+ 4.8	12,148	-71.4
Region VI:				
Illinois	428	+28.5	12,439	-41.1
Indiana	116	-20.5	6,179	-67.1
Wisconsin	69	+11.3	5,462	-50.5
Region VII:				
Alabama	174	-24.3	4,525	-49.2
Florida	449	-34.5	8,565	-37.4
Georgia	264	- 9.9	7,849	-39.9
Mississippi	123	+24.2	3,647	-55.5
South Carolina	296	- 4.5	3,466	+22.5
Tennessee	527	-39.1	8,117	-51.5
Region VIII:				
Iowa	80	-35.5	2,714	-27.3
Minnesota	670	+16.3	6,497	+65.3
Nebraska	71	—	1,083	-52.6
North Dakota	0	—	117	-65.6
South Dakota	21	—	330	+70.1
Region IX:				
Arkansas	277	+23.1	2,600	-60.0
Kansas	10	—	490	-91.9
Missouri	1,362	+22.8	10,356	-46.4
Oklahoma	89	+43.5	1,796	-81.3
Region X:				
Louisiana	1,015	+13.9	10,466	+58.3
New Mexico	0	—	752	-58.3
Texas	395	-35.1	13,405	-59.6
Region XI:				
Colorado	163	+12.4	3,352	-42.6
Idaho	0	—	429	-82.2
Montana	14	—	432	-79.4
Utah	13	—	532	-74.3
Wyoming	0	—	231	-79.3
Region XII:				
Arizona	33	—	1,436	-60.7
California	683	+ .9	21,433	-81.6
Nevada	68	—	201	- 9.5
Oregon	317	- 2.5	8,724	-70.9
Washington	86	-43.0	3,986	-71.2

1/ Computed only for States reporting 50 or more applicants referred and accepted in preemployment and refresher courses.

War Manpower Commission
Reports and Analysis Service
(JA1)

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A D V A N C E R E L E A S E ---- A D V A N C E R E L E A S E

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

Advance Release: For Thursday Afternoon Papers, December 2, 1943.

Price WMC-3442 PM-4473

The Women's Advisory Committee of the War Manpower Commission, after consideration of a report of its sub-committee on post-war planning, today made public the following statement:

"The assumption on the part of many male workers and employers that women form a labor reserve to be called up temporarily is having its repercussion in war production today. The belief of many women that they are a reserve group for war employment only is held by the Committee to be a contributing cause of under-utilization, absenteeism, and turnover of women in the wartime labor market.

"The Women's Advisory Committee was appointed to study the national situation, advise the War Manpower Commission with respect to conditions militating against the most effective utilization of women, and make recommendations for the correction of these conditions when considered practicable.

"The Committee is keenly aware of the fact that while people work and fight today, they are thinking of the future. What they are thinking has a tremendous effect on their morale and the character and effectiveness of their work in the war effort.

"Recognizing that in winning the war, consideration must be given also to winning the peace, the Chairman of the Committee in May 1943, appointed a sub-committee on post-war planning.

"Upon early recommendation of the Women's Advisory Committee, the War Manpower Commission adopted a policy to the effect that management and labor organizations should remove all barriers to the employment of women in any occupation for which they were or could be fitted; that women should be admitted on a basis of equality with men to all forms of training; and that wage rates should be determined on the basis of work performed, irrespective of sex.

(Over)

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"The Women's Advisory Committee is unanimously of the opinion that the above wartime policy should be extended into the post-war period. It is opposed to discrimination in employment on the basis of sex in time of peace or war.

"If the rights of women workers are to be protected, intelligent and comprehensive programs will have to be evolved and put into effect. The Committee is of the opinion that national planning should be taking definite shape now to provide employment outlets for everyone who wants to work--both men and women--after the war.

"The Committee is in full recognition of the fact that men in the armed forces will have their old jobs back when they return if they want them. This is written into the Selective Service Act. It is further recognized that some women will leave their jobs of their own accord and return to their homes as soon as possible.

"But any easy assumption that a great number of women will return to their homes is to be seriously questioned. Almost 14,000,000 working women are not newcomers to the labor force. The number of women who want and need to work has increased enormously during the war. There will be an even higher proportion of unmarried women in our population. There will be hundreds of thousands of women who must accept the permanent function of breadwinner because of the loss of husbands in the war. And there are the women who have adjusted their family life and found a new, often hard-won economic status, which they do not wish to lose.

"Prospects for job security and other new job opportunities after the war are as important to these women as to men. Furthermore, no society can boast of democratic ideals, if it utilizes its womanpower in a crisis and neglects it in peace.

"The American people, therefore, must demand consideration of the status of women in all post-war plans. This consideration is important to the war effort now, and it is socially desirable for the post-war period."

# # #

War Manpower Commission
Reports and Analysis Service

12/1/43

WARTIME USE OF PART-TIME LABOR

Summary

Reports to the War Manpower Commission from plants in the major war industries show a growing interest in the use of part-time workers. Something more than two million of these "pieces of labor" are now employed in the United States, most of them in trade and service industries. Experience abroad, and our own limited experience here, demonstrate the practical usefulness of controlled part-time programs in areas which have completely exhausted their full-time labor supplies. As the labor force approaches its wartime peak, the large pool of potential part-time workers--students, homemakers and some employed workers--will increasingly be drawn upon to provide additional manpower. Moreover, the acceptance of part-time labor will stimulate the shift of full-time workers from non-munitions industries to war production-- while still maintaining essential civilian services.

Size and Nature of the Part-time Reserve

Part-time labor may be recruited from three sources, comprising some 31 million persons; of these, 2 million are already engaged in short-shift work:

a. Eight million students over 14 years of age--many of whom are able to carry a part-time job in addition to their school work.

b. More than 5 million non-working women between 20-55 years of age without children. Most of these housewives can accept full-time employment. However, many are not able to work more than part-time in addition to maintaining their homes.

c. Almost 18 million workers in trade, service and government--some of whom are able to work a few additional hours per day on another job.

Very little of this national reserve will ever be called upon because of the concentration of labor demand in relatively few areas and the wide range of factors that make most of these persons unavailable for even part-time work.

Past Experience in Part-time Work--European Experience

Part-time work in the United States has been customary in a limited number of activities. The student "working his way through school," the "soda jerker" at the corner store, and the part-time sales person during the Christmas rush have all been familiar. The 1939 Census of Business reported 1.3 million of such workers. Agriculture and the canning industries, too, have made seasonal use of part-time labor to supplement their regular labor force. Aside from these industries, however, the extent of part-time work has been restricted.

In Great Britain and Germany the exhaustion of the labor supplies occurred much sooner and with greater severity than in the United States; thus, close comparisons between the United States and the European countries cannot be made. However, it was not until full-time labor reserves were completely depleted that the recruitment of part-time labor was encouraged. Part-time programs in Great Britain and Germany followed similar patterns. In both countries women with home responsibilities constituted the main source of part-time workers. To a lesser extent, students, employed white-collar workers, and pensioners are used. Recommendations for the employment of part-time labor are usually made by plant inspectors and the workers recruited through the Employment Exchanges.

In Great Britain the movement to develop the part-time use of employed male white-collar workers was started by the Manchester Chamber of Commerce in April 1942 and rapidly spread to other cities. It was later taken over by the Employment Exchanges. Originally part-time labor was recruited on a voluntary basis, but in April 1943 Great Britain began to "direct" women between 18 and 50 to accept part-time work and in September the age range was extended to 55. As in the United States, part-time programs have proved most adaptable in service, trade, clerical occupations and transportation. When used in essential industries they have been confined to simple repetitive operations where the short-shift did not interfere with the flow of production.

Current Experience and Extent of Part-time Work

In May 1943, it was estimated that there were approximately 2 million workers employed on a part-time basis in nonagricultural activities. Of these, 750,000 were students and the remainder chiefly women and employed white-collar workers concentrated in trade and service occupations. There are, however, numerous instances of the successful introduction of part-time programs even in war production plants. Munitions employers are "feeling their way" through experiments and all indications point to the continued and extended use of part-time labor.

In July 1943, reports received by the War Manpower Commission from 17,000 major establishments employing 15 million workers engaged in war production indicated that part-time employment is spread widely but very thin. Although most states and every major industry employed some part-time workers, their total was about 66,000, employed by 3,400 firms. This number, however, understates the extent of part-time employment because many students who normally work only after school accepted full-time employment during the summer months. Despite this, part-time labor in identical establishments in Group I (critical shortage) areas almost doubled between May and July.

Almost three-fourths of the 66,000 part-time workers were in labor shortage areas (Groups I and II) and although the proportion of part-time to all the workers reported in these areas is very small--one-half of 1 percent--it is three times greater than the proportion reported in the surplus areas.

These national percentages, however, obscure many instances of individual firms and industries where part-time workers are a significant proportion of total employment. In the Lorain-Elyria area in Ohio, part-time workers are one-fifth of the labor force of 21 reporting establishments. Eighteen firms in Stockton, California report that part-time employees are seven percent of their personnel.

Within the manufacturing industries, clothing producers engaged the largest proportion of part-time labor. More than 9,000 of a total reported employment of 313,000 were used on short-shifts. In Chicago, there were 850 such workers in the men's clothing industry--more than one out of every ten employed in the establishments reporting to the War Manpower Commission. The only other manufacturing activity in which part-time workers were as much as one percent of the total employment was food processing.

The most reluctant users of part-time labor are the heavy production industries where the integration of short-shifts is most difficult. In July only 27,400 out of a total of 9.2 million employees in reporting establishments in the munitions industries--less than one-third of 1 percent--were part-time workers. Nevertheless, it is in this group that numerous experiments in part-time programs are getting under way and substantial increases are anticipated.

More significant than the manufacturing industries in terms of the proportion of part-time workers employed are transportation, communication and other public utilities. Telephone and telegraph services were using 6,450 of their 247,000 reported employees in a part-time capacity. Local railroad, bus, trucking and warehousing establishments report that 4,150 of their 360,000 workers are short-shift employees.

The part-time worker in locally needed trade and services contributes no less to the war effort than the worker who spends four hours a day in munitions plants. Such part-time employment has released many thousands of workers for full-time jobs and has helped maintain many essential services which might otherwise have been curtailed.

Problems in the Use of Part-time Workers

As in the utilization of other reserve groups, the introduction of part-time workers, especially in manufacturing industries, creates many problems affecting not only management and part-time labor but also trade unions, the educational system, and social interests generally.

Management.--The attitude of management toward the use of part-time workers is similar to their initial reaction to the use of women. The introduction of part-time programs necessitates changes and adjustments which many employers, even in areas of acute labor shortages, will accept only with considerable hesitance. Some employers are still trying to use 1933 personnel policies in a 1943 labor market.

The most frequent objections are (1) introduction of part-time employees will interrupt the flow of work, especially where there is more than one shift, (2) the use of part-time labor will entail additional burdens and expenses. Before a program can be instituted, consideration must be given to (a) the determination of occupations suitable for part-time work, (b) arrangements for hours and shifts, and (c) the training and supervision of the part-timers. "Paper Work" is greatly increased. Records that must be kept for Federal Social Security Laws, Federal and State hours and wages laws and for management personnel records are a source of considerable annoyance.

"If we hire some women part-time, many of our full-time women will want the same arrangements." This fear expressed by a San Diego employer is widespread even though it has not been the general experience of most companies using part-time workers. In fact, there is some evidence to indicate that the reverse development may occur--part-time women workers may, after a short period of time, accept full-time work.

Some employers believe that State minimum wage laws will impede employment of part-time workers since some of such workers could not earn the minimum required by law. Others when canvassed on the possibility of using students on a part-time basis, expressed apprehension lest there be too much "fooling around." Nevertheless, in many instances, management has expressed interest in part-time programs and a willingness to experiment with its use, but only after the supply of all available full-time workers has been exhausted. This attitude is consistent with the policies of the WMC.

Organized Labor.--Reports received from War Manpower Commission field offices indicate that organized labor and full-time workers have on the whole accepted part-time employees without objection. In some instances they have actively cooperated in the development of short-shift programs. There are, however, several standards that the unions insist must be met. All available full-time worker reserves should be depleted, conditions of work and wage rates should be the same for both full and part-time workers, and part-time labor should not be used as a device for eliminating all overtime. The attitude of unions towards initiation fees and dues for part-time workers usually reflects their attitude on the employment of such workers. Many unions have waived all dues and fees; others have issued temporary work cards and collect half dues. Where unions have opposed the employment of part-timers, as in the case of an aircraft company in Seattle, they have insisted upon full initiation fees and dues.

Full-time employees may resent the fact that the easier and simpler tasks are often assigned to the part-time worker. They are also concerned lest the increased work pace that the part-time workers are able to set because of their shorter work day, prejudice piece wage payments and force up "average" production rates. In general, the part-time workers are less inclined to be concerned about working conditions and labor standards than regular working force. This presents a serious problem for the "bread and butter" full-time worker.

The consensus among those employers who have had experience in using part-time labor is that the regular staff should be consulted before part-timers are hired. The need for such a program should be made clear and the cooperation of the full-time workers enlisted.

Part-time Employees.--The most willing of all the groups involved are the many thousands of students, women and employed white-collar workers who are clamoring for part-time work. Despite their enthusiasm, recruitment may be impeded unless several problems are resolved.

Most often mentioned is the transportation problem. Part-time workers accept short-shift employment because their time is limited by other responsibilities. If a substantial part of this time must be used in travelling to and from work there is little likelihood that they will be able to continue on their part-time job. Many part-time programs have not materialized because convenient hours could not be arranged. Such difficulties are increased where two part-timers sharing a full-shift must arrange their affairs so that they complement each other.

Often students, housewives and employed workers accept part-time work in a burst of enthusiasm only to discover later that the strain is more than they can carry. If physical injury or the deterioration of school work is to be avoided part-time employment should be accepted only after careful consideration is given to other responsibilities.

While there have been some exceptional cases where part-time workers were hired at learners' salaries to avoid the payment of regular wages and to fill the lower paying jobs, employers generally have not attempted to take advantage of part-time workers. Such practices discredit part-time work programs.

The Schools.--During the last summer vacation about 2½ million students took some kind of employment. The reopening of school presents a serious problem to both the employer and the school authorities. On the one hand the schools feel the continuation of the student's education to be essential. On the other hand, employers using students to replace full-time workers, will be faced with critical labor shortages if these students are withdrawn. The student himself, having felt the satisfaction of earning an independent income, is reluctant to give it up.

These various interests can best be reconciled through the development of a careful student-worker program. Many schools, cognizant of this need, have already developed special school schedules with a view toward facilitating part-time work. In such instances it is also the responsibility of the schools to follow the effects of part-time work on school performance so that the number of students quitting school because of excessive work strain may be kept at a minimum. In too many places, however, the development of student-worker programs has lagged behind the movement of students into jobs. As a result many students have taken employment under conditions harmful to them.

Despite numerous difficulties, there are increasing instances of the use of part-time labor, particularly in labor shortage areas. Employers have been able to develop ingenious devices to overcome obstacles and successful procedures have been worked out for the recruitment, placement, induction, training, and integration of the part-time worker.

Recruitment

The part-time worker is a self-recruiter. Motivated by a patriotic desire to get into the war effort or by the need for additional income, applicants for part-time work have been more numerous than the job openings available to them. In some areas, as in Baltimore, special part-time work divisions have been set up. The recruitment methods used depend upon whether the applicant is a student, housewife, or an employed worker.

Students.--The integration of work activity into the regular curriculum has been practiced by some high schools and colleges for some time. The war has greatly extended this practice and many schools have worked out a variety of plans calculated to release students for part-time work. Student-worker recruitment is usually handled through the schools, sometimes in cooperation with the USES. In San Bernardino, California, the USES maintains a branch office in the high schools.

Most student-workers find odd jobs or are regularly employed in trade and service after their usual school hours. In such cases no special arrangements are required. When employed in war production work, however, student-worker programs must be carefully developed.

The so-called "4-4 plan" affords a good example of the method most commonly used in rearranging school schedules for the student-worker. In Torrington, Connecticut, an industrial town, the schools became alarmed at the large numbers of young people leaving school to accept jobs at premium wages. At a meeting of factory owners and school authorities, the "4-4 plan" was adopted. Jobs available for boys and girls 16 years and older were determined and the hours of employment set at 4 per day on the daylight shift and 8 hours on Saturday. Safety, sanitary measures and rates of pay were agreed upon. The school then reorganized its academic program on a four-hour basis by eliminating the lunch period and nonessential hours. When employers need part-time help, their requirements are made known to the school vocational advisor. Suitable candidates with satisfactory school records are called in and referred to the job. Placements are followed up by the school; if the scholastic record of the student-worker suffers, the employer discontinues his employment until his school record is improved.

A similar plan, known as the "Earn and Learn" plan at the Junior College of Connecticut in Bridgeport, has been received enthusiastically by local industry and the students. Student-workers recruited under this plan are divided into two groups, each group spending half a day in the war plant and half a day in college. Thus two students are able to hold down a full-time job.

Connecticut has been far ahead of most States in the development of such plans. The State Bureau of Youth Services in cooperation with the local administrators have set up a series of community institutes bringing together Parent-Teachers Associations, Chambers of Commerce, labor organizations and farm groups to explore local needs and decide what adjustments employers and schools must make.

A different kind of "4-4 plan" has been worked out by the Hoover High School at Glendale, California and approved by the Lockheed-Vega Aircraft Company and by labor officials. The students spend four weeks at the aircraft plant working as drill press operators, riveters, and detail assemblers, followed by four weeks in the class rooms. The success of this plan led to its adoption by the high schools of nearby Burbank and Pasadena. The results of this plan were measured by new production records set by 16 year-old boys who attacked the production line with the zest of a team playing football.

At Shurtleff College in Alton, Missouri, "co-eds" are working their way through college by spending three months in a cartridge plant and then returning to college for the next three months. In Seattle, Washington, arrangements have been made whereby drafting students spend part of their time in drafting departments of the shipyards and receive school credit for such work.

Part-time work has been stimulated, in some instances, by the fact that high schools in crowded war centers have found it necessary to operate on two shifts to make full use of class rooms and teachers. The Solar Aircraft Company in California took advantage of this situation and employed 200 students during their free period. However, a shortage of transportation facilities would render this plan impractical in areas where students must travel long distances to school.

In too many places, however, the development of student-worker programs has lagged behind the movement of students into jobs. As a result many students have taken employment under conditions harmful to them.

Women.--Women are by far the most important source of additional labor supply. Many of those who could be employed full-time have already been absorbed--at least in labor shortage areas--and it is becoming increasingly difficult to recruit women for full-time work. However, the part-time reserve among these non-working women has been only slightly tapped. Recruitment campaigns that have been conducted to draw women into the labor market indicate that more than 40 percent of the non-working women who are willing to enter industry are interested only in part-time work.

In Syracuse, New York, out of 2,350 women who were available for nonagricultural work, 940 said they could only work part-time. Forty-three percent of the 825 potential women workers in Milwaukee made the same stipulation. There is a noticeable tendency for the proportion of women preferring part-time work to increase in the older age brackets.

Women have more than the usual motivation for accepting part-time employment. Wives of service men often find themselves in need of additional income and discover that their household duties have measurably decreased after one or more of the family have entered the Armed Forces. These conditions enhance the possibility of part-time work for women. In Great Britain more than 650,000 women--10 percent of the female labor force--are employed part-time.

Part-time women workers, especially for the less essential industries, have been recruited most commonly through newspaper advertising and the USES. Non-war producers in Long Beach, California, where labor is attracte to the aircraft industry, planned a program to recruit women to work in retail stores, hotels, restaurants, on a part-time basis. One thousand dollars was spent in newspaper and radio advertising. The USES stayed open nights to accept applications from interested persons. A large number were recruited in this fashion and most of them remained on the job.

Employed Workers.--Thousands of lawyers, civil servants, business men, actors, clerks, and other white-collar workers, who in previous years considered themselves in favorable positions, are now feeling left out of things and are seeking war work. Some have already transferred to munitions industries; most, however, are not prepared to give up long-established positions and businesses, although anxious to do some part-time war work. In Boston, the offices of the USES were swamped by 2,000 men who answered an "ad" by a war producer for part-time workers. USES offices report that they are receiving increasingly large numbers of inquiries from employed persons interested in short-shift war employment.

Because of the different nature of their part-time work, regularly employed workers ordinarily do not experience undue fatigue at their part-time jobs; many actually find it relaxing. The attitude of these men was expressed by a Tampa, Florida, business manager. "I like the work," he said. "It gives me a chance to get out and do something different from my regular job. I feel that I'm doing at least a small part to help win the war."

As was the case in Great Britain, the initiative in recruiting part-time workers lay with the men themselves. In Manaronock, New York, a group of business and professional men organized the "Volunteer War Workers" and offered to do part-time work in the nearby war plants.

The Warner-Swasey Half-Shift Plan was also initiated at the behest of employed workers who wanted to help turn out the turret lathes so necessary to war production. By the spring of 1943, there were more than 310 part-time workers in the Warner-Swasey plant, organized into teams of two men. Each team carries a full-shift between them--one member working from 4 to 8 p.m., the other from 8 till midnight.

Even the court rooms are not immune to the effects of the war effort. Under the slogan "Half A Day In Court, Half A Day In A War Plant" 400 Philadelphia

lawyers attended a meeting to discuss part-time work with representatives of the War Manpower Commission. Municipal judges aided by offering to change court hours from the customary 10 to 3 to a 9 to 1 schedule. The Baltimore Bar Association organized a Defense Employment Committee which succeeded in placing about 50 lawyers in part-time war jobs. For 24 hours a week these men forget Blackstone and torts to concentrate on sub-assemblies.

On the Pacific coast, the Screen Actors Guild canvassed its members to find out how many were interested in short-shift work on a production line. Lockheed-Vega has 100 job openings which it expects to fill with two-men actor teams. Under this arrangement, if one member is "before the camera" his partner would work the full shift.

Civil servants are another large group who are particularly suited to do part-time work. Firemen, policemen, and other public employees often have long periods between their regular work hours which could be utilized in furthering the war effort. Before Pearl Harbor, most of these persons were prohibited from accepting any outside employment but since then most bans have been lifted.

Training and Induction

Part-time workers usually fill relatively simple jobs that do not require previous experience or training. Indeed, few part-time workers would be willing to spend time preparing for a short-shift job. However, the extreme need for skilled machine operators in some areas has prompted some employed workers to undergo a training period preparatory to accepting part-time work in skilled or semi-skilled jobs. In St. Louis, Missouri, vocational training courses for war workers are attended by several hundred trainees, including fifty teachers, who spend from 100 to 200 hours in machine operations, sheet metal work, riveting, or wood-working classes.

The importance of properly inducting part-timers was reorganized by the Warner-Swasey Company of Cleveland, Ohio. The "four-hour men" are originally assigned to simple jobs in the assembly and machine departments. Care is taken to properly acclimate these men to the shop. They are introduced to the foremen who in turn show them around the plant, explaining policies and regulations, and acquainting them with shop facilities. The men are then introduced to their co-workers and to the instructors by whose sides they will work. For a short period, the foreman maintains close supervision to insure that the part-timer is adapted to the kind of work to which he has been assigned.

When the Lockheed-Vega plant in San Francisco experienced difficulty in maintaining discipline among their student-workers, they were able to remedy this problem by hiring the school football coach as a supervisor. The school authorities in San Francisco provide "coordinators" who have access to all defense plants employing student-workers and whose job it is to handle any work problems affecting the students.

Work Shifts

Perhaps the most important question to be settled in arranging a part-time work program is, "What kind of a work shift?" Depending upon the nature of the activity and the personal problems of individual workers, part-time programs may be scheduled on week-ends, on alternate days, or in the case of some school programs, on alternate months. The most popular arrangement is the four-hour per day shift.

Even under this scheme, various arrangements are possible. Students usually work four hours after school, some time between 3:00 and 8:00 p.m., and often eight hours on Saturday. Where the school operates on two shifts, the students are employed during their off period. Housewives prefer to work between 12:00 and 5:00 p.m., thus eliminating the lunch hour and leaving the morning free for shopping and allowing some time for the dinner meal. Employed workers are best adapted to man the 4:00 p.m. to midnight shift, dividing the eight hours between a two-man team. Because most men prefer the 4:00 to 8:00 p.m. stint, the team sometimes alternates shifts. In the trade and service industries, the part-time workers are employed during the peak workload periods.

* * * * * * *

Conclusions

Part-time workers are available in large numbers. This is demonstrated, not alone by the theoretical supply, but by the active interest manifested by thousands of persons seeking such work. The demand for and utilization of part-time labor is as yet extremely small, even in shortage areas. Despite the illustrations cited, the concentration of part-time work programs is in the trade and service industries. The illustrations do, however, indicate the growing interest and successful use of such programs. This trend will become more significant as employers realize that the supply of full-time labor is rapidly shrinking.

The consideration of part-time work plans is particularly urgent, now that schools have reopened. The exodus of several million students and teachers from their full-time vacation jobs has aggravated the manpower problems of many establishments and underscores the need for careful exploration of part-time work as a means of alleviating labor shortages.

It is not possible to prescribe any set formula for the establishment of part-time schemes in industry. Practices will vary from plant to plant and between industries. There is, however, a great deal that can be done by the War Manpower Commission in:

a. Determining where the need for part-time labor exists.

b. Acquainting employers with the ways of using part-time workers.

c. Coordinating the activities of other Government agencies and private organizations concerned with the part-time work problem.

d. Collecting information and making available to interested parties experiences in part-time labor usage.

e. Setting up conditions and standards under which the development of part-time programs would be encouraged.

This last point is extremely important if we are to use part-time labor in a way that is consistent with effective labor market practices and with the expressed policy of Government agencies. Part-time programs should be considered on an area basis and developed only where shortages exist so that such programs will not prejudice the maximum use of the full-time labor supply.

The standards to be observed should be in line with the statement recently adopted by the War Manpower Commission, the Office of Education, and the Children's Bureau of the Department of Labor, on the "Policies and Standards Governing the Nonagricultural Employment of In-School Urban Youth Under 18 Years of Age." These standards include the following provisions:

a. Children under 14 years of age should not be employed.

b. Children under 16 years of age should not be employed in manufacturing industries.

c. The total number of hours spent at school and work should not exceed eight per day. There should be no employment after 10:00 p.m.

d. There should be one day of rest in seven.

e. Parental permission and physical examinations should be prerequisites for employment.

f. There should be no employment in hazardous occupations.

g. Wage rates should be the same as those prevailing for full-time workers.

h. Federal and State labor laws should be observed.

Although the same kind of safeguards are not necessary in the case of housewives or employed workers, some special rules are advisable. It is unwise to recruit housewives for part-time work if they have a heavy schedule of household responsibilities. Employed workers in strenuous occupations or those whose hours of work exceed 48 hours per week are not likely to make affective part-time workers.

The advantages of part-time work are manifold. They (a) allow for labor force increases in areas where in-migration is undesirable because of crowded housing, transportation, and community facilities, (b) help reduce absenteeism among full-timers by reducing excessive overtime, (c) make possible

the reemployment of women with previous experience who left the labor force after marriage, (d) occasionaly allow women who take part-time work to become full-time workers later, (e) permit the release of full-time workers to jobs that must be done by experienced persons.

Most important is the direct dual contribution to the war effort through increased manpower in munitions industries and through promoting the transfer of full-time employees from less essential work to war production.

War Manpower Commission
Reports and Analysis Service
December 1, 1943

UNCLE SAM'S NIECES - IN INDUSTRY
By Ellen H. Crosman

(The Du Pont Magazine, November- December 1943)

In a survey made this spring it was found that thirty-six percent of the employes of the Du Pont Company and subsidiaries are women, nearly double the percentage of a year ago.

Women are replacing men in numerous fields of skilled and unskilled labor. In Chemical laboratories they are making tests and running routine analyses; in machine shops they are operating lathes, punch presses and even twenty-ton cranes; in plant operations they are running production machinery and controlling chemical processes. And the general opinion of the men in charge is, "The Women are doing a good job."

At first the men showed a slight tendency to resent what they termed the intrusion of women into their jobs. But now, having proved their worth, the men have accepted them as working partners and even enjoy them as colorful additions to their working days.

* * * * * And a foreman, one of the greatest headshakers of them all when the innovation was made, after a year admitted, "I thought it wouldn't work out, but these women have really surprised me."

Although women, quite naturally, cannot compete with men in heavy work, they are doing certain types of jobs as well as and often better than men. As inspectors, janitors, blue-print file clerks, chemists' assistants, assembly-line workers, still operators, truckers and textile workers they are doing magnificently.

Women who handle rayon and nylon yarn must have smooth hands and nails for the protection of the textiles. Meticulous hand-care is part of their job. But even women machine-shop workers take pride in keeping their nails smooth, tapered and polished.

Fitting the job to the woman in some cases has eliminated the more difficult problem of fitting the woman to the job - weight-lifting devices have been placed conveniently for her use; platforms have been raised, chairs adjusted and jobs simplied.

Women doctors have in some instances replaced plant physicians, now in the armed services. In checking the physical condition of women workers, particularly those doing manual labor, it has been found that no detrimental effects result from the work; in fact, quite the opposite has been true. In a humid atmosphere, such as in the air-conditioned rooms of the rayon plants, it is reported that complexions bloom to new beauty; that they glow with health.

MOBILIZATION POLICIES - 1944

ADVANCE RELEASE ---- ADVANCE RELEASE

McFall-WMC-3406-7 PM-4611

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Friday Morning Papers
June 23, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

It will be necessary to maintain the nation's labor force at full strength, between now and the end of 1944, Paul V. McNutt, Chairman, of the War Manpower Commission, said today. Despite an anticipated decline in total labor requirements of the munitions industries, he said, it will still be necessary to place thousands of workers in critical industries and areas. He warned that there will be no easing of the national labor supply during this period, adding that every man and woman now employed will continue to be needed.

A survey of the labor situation as of April 1, just completed by the Reports and Analysis Service of WMC and the Bureau of Labor Statistics of the Department of Labor, shows that it will be necessary during 1944 to recruit 200,000 workers not in the labor force on April 1. The survey, Mr. McNutt said, provides the latest manpower statistics available.

During the period between April 1, 1944, and January 1, 1945, the chief drain on the nation's manpower will come through the induction of 1,400,000 men needed for the armed forces, while during that period it is estimated only about 400,000 will be returned to civilian employment, he said.

Production adjustments, Mr. McNutt said, resulted in employment declines that totaled 600,000 workers by April, and present estimates indicate that many additional workers will be laid off before January 1, 1945, as the result of revised production schedules. The availability of the workers thus released is not the complete answer to the current manpower problem, the chairman said, pointing out that the greatest need now and presumably during the remaining months of the year must be for strong, husky men who are willing to move to new fields of work and take jobs in which there is now an acute shortage of labor.

"Until last autumn," Mr. McNutt said, "the manpower problem was one of over-all expansion of the labor force. This is no longer true. The problem now is one of male labor and preserving the over-all gains we have made by channeling workers laid off or otherwise separated from their employment to the activity in which they are most urgently needed. With the decline in certain types of production and the expansion in others, it is necessary to place much greater emphasis upon directing workers to places where they will contribute most in advancing the war effort. Above all, it is necessary to prevent workers from accepting less essential work or from withdrawing from the labor force as long as their efforts are still needed."

Production revisions that already have occurred and the talk of the resumption of civilian production have, the chairman pointed out, made the manpower problem more difficult.

(over)

"Discussion of a resumption of civilian production " he said, "has had an adverse psychological effect, engendering restless pursuit of employment that in the judgment of the workers would be more permanent in character." Nevertheless, he added, there has been no reversal of the great expansion that has taken place in our labor force to meet the manpower needs of industry and the armed forces. The female labor force has remained at the high levels achieved last summer (except for the usual seasonal decline in agricultural employment.

Among the activities in which labor scarcities prevail are foundries and forge shops, heavy duty trucks and components, logging and lumbering and Navy shore establishments. In addition to these activities there are individual establishments in other activities such as shipyards, food processing, hospitals, transportation, aircraft and parts and textiles that are calling for workers.

Mr. McNutt pointed out that the difficulty of finding workers for these activities was heightened by the fact that some of the activities are highly concentrated geographically and most of the work is of a sort that cannot be done by women.

The expansions required by some establishments with munitions orders, Mr. McNutt explained, often do not take place in the same areas in which the declining programs exist. Thus, many workers who become available cannot be transferred to expanding munitions production and are stimulated to accept employment of a less urgent character.

Manpower problems, he said, are becoming increasingly concentrated within certain industries and within these industries in specific types of workers. Manpower difficulties, therefore, are becoming more pressing in areas that contain plants producing the products listed above and that require large numbers of male workers. Such areas are: San Diego, Calif.; Akron, Ohio; Muskegon, Mich. Hampton Roads, Va.; Los Angeles, Calif., and others.

War-expanded activities added 19,100,000 persons to their rolls between April, 1940, and April, 1944. The gains were made in the following groups:

Armed forces	10.5	million	(from	.5	to 11.0	million)
Munitions industries	5.8	"	("	4.0	" 9.8	")
Other manufacturing	.5	"	("	6.5	" 7.0	")
Federal war agencies	1.5	"	("	.1	" 1.6	")
Transportation and public utilities	.8	"	("	2.9	" 3.7	")
Total increases	19.1					

These million were obtained by a large increase in the labor force, reemployment of the unemployed, and transfers from other employment. The sources from which they came were as follows:

Additions to the labor force	9.3	million	(from	53.8	to 63.1	million)
Reductions in unemployment	7.0	"	("	7.8	" .8	")
Reduction in employment:						
Agriculture	1.5	"	("	9.0	" 7.5	")
Construction	.8	"	("	1.5	" .7	")
Mining and other	.5	"	("	10.5	" 10.0	")
Total	19.1					

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"The total labor force, including the armed forces, has been pushed up rapidly," says the report submitted to the chairman. "In April 1944, it totaled 63,100,000 persons. The expansion during the 4-year period of 9,300,000 consisted of 4,300,000 women and 5,000,000 men. This increase is over 6,000,000 more than the normal increase which would have resulted largely from population growth. Although the total labor force including the armed forces, increased, the civilian labor force declined by 1,200,000. The addition of 9,300,000 persons to the labor force was not sufficient to offset the increase in the armed forces of 10,500,000 persons, most of whom were males withdrawn from the civilian labor force."

The report continues:

"Unemployment declined 7,000,000 from 7,800,000 in April 1940 to 800,000 in April, 1944. The latter is the lowest unemployment figure yet achieved.

"Many millions of workers have shifted from less essential activities to the munitions industries and the armed forces. Nevertheless the net loss in the declining segments of nonagricultural employment was only 1,300,000, because employers generally have succeeded in obtaining replacements. In other words, a large number of new entrants into the labor market, chiefly women, replaced the persons transferred to war activity. About 800,000 of the net decline of 1,300,000 is accounted for by a reduction in construction.

"Although the number now employed in the declining segments of nonagricultural employment is only 1,300,000 less than in 1940, the losses in these types of employment since April 1942 have been 2,300,000. These activities expanded by 1,000,000 from April 1940 to April 1942.

"Although agricultural employment declined 1,500,000 between April 1940 and April 1944, farm output rose substantially. Many workers have left low productivity farms to go to higher-output farm jobs as well as to enter war industry or the Armed Forces. Seasonal agricultural needs, particularly at the peaks of harvesting activities, have been difficult to meet. Full utilization of every available farm resident, together with the services of school-age youth, vacationists, and townspeople in rural areas, has been necessary in some farm areas.

"When the last statement (January 31, 1944) on manpower requirements was prepared (based on production schedules at that time), it appeared that munitions employment would be maintained virtually on a stable level throughout the first half of 1944. Because of downward revisions of the production schedules for some of the components of the munitions industries and because of increased output per worker, employment has actually declined 600,000 from a peak of 10,400,000 in November 1943 to 9,800,000 in April 1944.

"Munitions employment may be expected to drop further before the end of 1944. The precise magnitude of the decline is difficult to estimate since production schedules are constantly being revised. Based on the best production data currently available and the trend toward increased labor efficiency, it is our estimate that munitions employment will decline by at least an additional 500,000 workers by the end of 1944. Thus, total munitions employment by the end of the year will be at least 1,000,000 less than the November 1943 peak. This estimate does not take into account the adjustment that would result from a cessation of hostilities in Europe.

"The military services are expected to withdraw from the labor market a gross total of 1,400,000 men from April 1, 1944 to January 1, 1945. Since the bulk of withdrawals during this period will be for replacements, the drain on the labor force will not be as great as gross withdrawals indicate. On the basis of past trends it is estimated that 400,000 veterans will return and become available for employment during the balance of the year.

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"On the basis of the above forecasts of labor requirements for the munitions industries and of armed force replacement rates, the balance sheet of additional manpower needed and sources of supply for the period April 1944 to January 1945 may be presented as follows:

Basic manpower requirements April 1944 to January 1945

Additional Manpower Needed		Sources of Supply	
Armed forces (increase in net strength and replacements)	1,400,000	Decreasing munitions industries (at least)	600,000
		Decrease in other employment	100,000
Expanding munitions industries	100,000	Veterans returning to labor force	400,000
		Required net additions to the labor force:	
		Net additions due to population growth	300,000
Expanding essential industries other than munitions	100,000	Other additions	200,000
Total	1,600,000		1,600,000

Seasonal requirements for summer of 1944

Seasonal increase in agriculture and food processing	2,300,000	Seasonal increase in labor supply	2,300,000

"The balance sheet reveals that 1,600,000 workers will be required to meet labor market demands during the remainder of the year. The increase in the number of persons of working age will result in a net addition of 300,000 to the total labor force, 200,000 of whom will be males. About 600,000 persons will become available for transfer from the declining munitions industries and 100,000 from other industries, primarily construction. Return of 400,000 discharged veterans will constitute a partial offset to withdrawals from the labor market by armed force inductions. Over and above these sources, a net addition of 200,000 persons will have to be brought into the labor force through recruitment.

"A seasonal increase of 2,300,000 in labor supply to meet the seasonal increase in agricultural labor needs is shown. While part of this supply is provided each year without particular recruitment effort, the realization of some of the anticipated supply will necessitate intensive effort.

"In foundries, lack of some 10,000 men for hot, heavy, low-paid jobs is hampering production of needed war components. To meet the winter demand for coal, replacement of 20,000 males expected to be lost through armed forces inductions will be needed in the mines.

"Maintenance of output of forest products has been largely fortuitous. More than 60,000 workers have left this industry since the winter of 1942-43, but exceedingly favorable winter logging conditions in the Northwest brought first-quarter output of the high-labor-productivity operations in that region 25 per cent above last year and offset employment and output declines elsewhere. Unless more than normally favorable weather conditions continue to prevail, assurance of an adequate flow of lumber and paperboard for boxes, crates, and other essential uses may require an additional 50,000 male workers.

"In contrast, relatively small additional labor needs of aviation gasoline and synthetic rubber plants--formerly considered quite critical--are being met. The critical demand for antifriction bearings is now dominated by need for the larger sizes, which are made in a few plants. Similarly, production of heavy-duty truck tires is impeded in part by shortages of husky males for work on the larger sizes of tires. Equally important in holding back truck tire production, however, are shortages of machinery and tire cord. Output of tire cord and fabric has fallen behind schedule, whereas a 25 per cent increase in rate of output is needed. Needs for about 5,000 additional workers can be met in part, however, by transfer from other production now being carried on in some of the mills.

"Shipyards on the West Coast will need 50,000 to 60,000 more workers for high-priority work. In addition, nine Navy shore establishments already under employment ceilings will need 46,000 more in Groups I and II labor market areas. Major landing craft yards in six tight areas will need 10,000 workers. In the aircraft industry, four plants in stringent labor areas will need 17,000 more workers.

"Such developments have resulted in the tightening of specific areas which are called upon to increase their output of some of these critical products. As a result, Chicago, Ill., moved into Group I in March because of the very serious labor shortages in local radio-radar, aircraft, and other critical industries. Buffalo, N. Y., and Cleveland, Ohio, likewise reflect the growing shortage of male workers for critical war programs. Akron, Ohio, has a major continuing problem of recruiting workers, especially for rubber tire and tube production and to a lesser degree for aircraft. Los Angeles and San Diego, Calif., are urgently in need of workers to offset lagging output in several "must" programs and to construct and staff new military facilities.

"On the other hand, reporting establishments in Group I and II areas employing 9,000,000 workers reported a decline of about 150,000 in the first four months of this year without seriously affecting war production. In Detroit, for example, in the period since September 1943, employment in reporting establishments declined by more than 20,000, with no appreciable effect on urgent production programs.

"In some areas, employment declines have occurred which are attributable to the rescheduling of production due to the changing impact of war strategy and the accumulation of stockpiles. Such easing of local labor situations has been particularly noticeable as a result of significant scheduled reduction in munitions and small arms production employment in Salt Lake City, Utah; Lowell, Mass.; Minneapolis, Minn.; and St. Louis, Mo. Small labor surpluses have developed in other areas as a result of production changes, and are reflected in the changes in the monthly area classification list.

"Thus, two contrasting area trends exist and will undoubtedly continue so long as urgencies of production programs reflect changing war needs. Certain areas will develop industrial labor surpluses as a result of sharp changes in production needs, while significant labor shortages will continue in other areas because of the staffing needs of particular industries. Surpluses in the one group of areas cannot, except to a limited degree, however, be used to offset the shortages in others. This will be true because of the types of labor involved, wage differentials, the resistance to migrating to other localities, or a desire to withdraw from the labor market and resume domestic responsibilities," the report concluded.

END OF ADVANCE RELEASE: For FRIDAY MORNING Papers, June 23, 1944.

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ADVANCE RELEASE ADVANCE RELEASE

Collins -- WMC 3407 PM - 4603

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Sunday Papers
June 11, 1944

Issued and Cleared
Through Facilities of the
Office of War Information

Paul V. McNutt, Chairman of the War Manpower Commission, today said that the commission's extension of priority referral and other programs had received widespread endorsement. Among statements he had received were the following:

Robert P. Patterson, Under Secretary of War:

> "Properly placed and utilized, there is enough manpower in the country to meet all its requirements for munitions of war and civilian goods and services. Yet the manpower situation today is such that vital war industries requiring able-bodied workers are likely to confront serious difficulties in manning the plants. That situation would be far worse if priority referral and other programs of action had not been applied to certain critical labor shortage areas. In the opinion of the twelve regional directors and the national management-labor policy committee of the War Manpower Commission, our present difficulties can be solved only by the wider application of these programs. It was upon their recommendation that the War Manpower Commission is now extending them.
>
> "The decision of the War Manpower Commission was unanimous. All of us in the Commission are well aware of the difficulties the extension of these programs entails. We are well aware also that they can be made to work only if they receive general public support. We are asking earnestly for that support and are confident that we will get it."

Ralph A. Bard, Assistant Secretary of the Navy:

> "As the tempo of naval warfare increases it is important that the men and ships of the battlefleet be backed up by the necessary workers not only to construct new vessels but to maintain, service and repair the naval craft which need servicing and repairs.
>
> "The Fleet has increased in size many times since the start of the war. All of the ships require extensive repair work because of the strenuous war service in which they are continually engaged. As we press the most gigantic sea-borne attack the world has ever known, and particularly as we get closer to Japan, there are bound to be more and more ships damaged and the damage is likely to be more extensive. This means that additional workers must be engaged in the work of repairing the damage. But is also means that workers who are presently employed should stay on the job.

(over)

"Everyone wants this war to end at the earliest possible moment. It would, indeed, be regrettable if the war were prolonged needlessly because there were insufficient workers to do the job that is required.

"The Navy is conscious of the splendid job that has been done by shipyard and other war production workers. The Navy is counting on them, now as the momentum of battle increases, to continue the job. They may be sure that the men and ships of the Navy will do their part.

"This priorities referral plan offers American workers the opportunity to work in jobs that need to be filled first. Even if it does involve small hardships, such as being away from home, this is a case of doing the job which must be done. You, too, have a chance to serve."

Charles E. Wilson, Vice Chairman, War Production Board:

"The priority referral system which the War Manpower Commission is now extending generally has been tried out in some areas where manpower problems have been most acute. The results have convinced WMC officials that it can be made to work throughout the country. The decision to extend it arises from a compelling need of manpower in some vital lines of war production.

"Because it holds out the promise of speeding the end of the war by speeding up production now hobbled by manpower shortages, it is the duty of management, labor and the public generally to do everything possible to make it work."

William Green, President, American Federation of Labor:

"The American Federation of Labor is determined to do its full share in bringing about a speedy victory. The liberation of Rome is the first major step toward that victory, but it will not be complete until Berlin and Tokyo also fall before our advancing troops.

"The seven million members of the American Federation of Labor know that the roads to Berlin and Tokyo are long and beset with many difficulties. Because of that knowledge, they have resolved voluntarily to work harder than ever before and to bear whatever sacrifices are necessary to make the war effort on the home front keep pace with the nation's new and impending military offensives.

"In this spirit, the American Federation of Labor accepts the program of priority job referrals and employment ceilings just announced by the War Manpower Commission.

"Let me emphasize, first of all, that this program is not new and that it represents no basic departure from the voluntary system which has enabled American workers to surpass all others in production.

"This emergency manpower program, developed by the Management-Labor Committee of the War Manpower Commission, has for some time been successfully carried on in areas of acute labor shortage. It is now being extended to the entire nation after consultation with the representatives of labor and management who have made a thorough study of its operations.

"Such action is made necessary by the fact that the pressure of war needs is bound to become heavier, instead of lighter, in the coming months. Every American must realize this.

"The new regulations will permit American workers to be informed accurately where and how they can make their maximum contribution, on a voluntary basis, to war production. The system of priority referrals provides the machinery through which public employment offices in co-operation with existing union hiring facilities can keep the workers so informed. This system involves no force and no compulsion.

"Therefore, I urge every international union, State Federation of Labor, city central body, and representative of unions affiliated with the American Federation of Labor to work with local representatives of the War Manpower Commission in developing programs that will meet the nation's labor needs. I know they will continue to give the same patriotic support to this program that they have given in the past."

Philip Murray, President, Congress of Industrial Organizations:

"There is nothing new in the War Manpower Commission's employment ceiling and priority referral program. It is the outgrowth of similar plans developed by local Management-Labor Committees which have been in effect in many labor shortage areas throughout the country. Now the national Management-Labor Committee has recommended the extension of these local plans to other communities throughout the country in order to meet the manpower needs of critical industries

"The plan provides for the continued recognition of union hiring halls and other union placement activities as the proper means for supplying necessary workers to necessary jobs.

"Quick, speedy action is necessary to assure quick shifts from one productio activity to another, from one job to another, from one area to another, and meanwhile assure the retention in essential war activities of a full quota of war workers.

"I am confident the unions affiliated with the Congress of Industrial Organizations and the local CIO representatives on regional and area Management-Labor Committees will give their full support to the War Manpower Commission in working out the necessary machinery to do this important job."

Margaret A. Hickey, Chairman of the Women's Advisory Committee of the War Manpower Commission:

"The critical shortage of male labor in certain vital war industries makes necessary the extension of the present system of priority referrals to cover the nation as a whole.

(Over)

"To free men for those jobs of greatest war production urgency thousands of additional women will be needed. And women as well as men must be willing to accept referral for job opportunities for which they are qualified in essential and locally needed activities in the order of their relative importance to the war effort. Particularly must women prepare to take the places of men who can be transferred to jobs in industries entitled to priorities in their own or other areas. Every woman, as well as every man, must render unswerving devotion to duty, whatever the duty is, at the time and in the place her services are most needed.

"The Women's Advisory Committee will meet in Washington June 14 and 15 to consider ways and means of accelerating the recruitment of women where they are needed and also of assuring retention on the job of those women now skilled and experienced in war industries."

END OF ADVANCE RELEASE: For SUNDAY Papers, June 11, 1944.

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Price -- WMC - 3442

WAR MANPOWER COMMISSION

For Release to Morning Newspapers
Tuesday, June 6, 1944

MISS MARGARET HICKEY, CHAIRMAN OF THE WOMEN'S ADVISORY COMMITTEE OF THE WAR MANPOWER COMMISSION, ADDRESSES KANSAS STATE CONVENTION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUBS AT DINNER AT THE LEON HOTEL, HUTCHINSON, KANSAS, JUNE 5, 1944 at 7:00 P. M.

The successful conduct of the war now requires the referral of all available male labor in the nation to the jobs of greatest war production urgency, and the retention of such labor in those jobs, Miss Margaret Hickey, Chairman of the Women's Advisory Committee of the War Manpower Commission, told members of the Kansas Business and Professional Women's Clubs at their State convention held at the Leon Hotel, Hutchinson, Kansas, last night. dinner

"We are in the most vital period of the war," Miss Hickey said. "And the ability of certain industries to produce on schedule is absolutely essential to the continuing supply of our armed forces. The time has come when we must mobilize our manpower wherever it is available, to see that every labor shortage area and every essential industry are supplied with the help that they must have.

"This means, that many workers who are not needed for any essential jobs in their own areas or whose places can be filled by women must accept jobs entitled to priorities in other areas. Women as well as men must be ready to accept referral to job opportunities for which they are qualified in essential and locally needed activity in the order of the relative urgency of the war effort. Particularly must women prepare to take thousands of the less essential jobs now filled by men who can be transferred to jobs of the greatest war production urgency in their own or other areas."

Miss Hickey said that greater efforts must be made from now on, first, to hold workers in essential jobs once they are so placed; second, to recruit workers for such jobs from less essential activities; and, third, to shift workers from areas which have available labor to areas which need more manpower.

Referring to some of the psychological forces contributing to the problems of recruitment and retention of workers, Miss Hickey said that too many people are indulging in the easy assumption that the war is 'in the bag" and that too many are permitting themselves to be influenced in their attitude toward the urgency of the war program as a result of cutbacks in some lines of industry.

"Cutbacks and layoffs represent inevitable adjustments in production schedules necessitated by military developments abroad," she explained. "Events move so swiftly on the battlefronts, particularly in this critical stage of the war, that sometimes drastic alterations must be made in production programs almost overnight. Some adjustments are being made constantly. Workers who may be released in such situations are needed greatly in other plants or in other areas where war production schedules are being increased."

Miss Hickey asked her listeners as a part of their wartime service to help clarify and explain such elements in the manpower situation so that "workers already in the labor market and potential workers alike may have an appreciation of the inherent difficulties and understand the necessity for meeting labor demands when and as they arise.

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"In those areas where the United States Employment Service is asking people to take jobs, every woman able to work must understand that the call for her services has come," she said.

Declaring that many on the homefront fail to comprehend fully either the magnitude or the seriousness of the crisis the country faces, Miss Hickey termed over-optimism with respect to an early victory a "dangerous deterrent" to the war effort.

"Let no one underestimate the strength and the morale of the enemy," she warned. "It was bad bread as much as anything else that caused the collapse of Germany in 1918," she pointed out. "And it is well to bear in mind that while most of the people of Europe have only black bread and walk on wooden treads, the German people today are still eating white bread and wearing shoes with leather soles. The German people are neither hungry nor unclothed and their morale has not begun to crack. The Armies of liberation face many costly months ahead."

In the work that they are called upon to do today, Miss Hickey said, "women are presented with double opportunity and responsibility - - that of serving their country in its greatest crisis and also of increasing the stature of women as citizens.

"There is no better time or place to begin to prepare for the future than in the needs and demands of the present," she stated. "In the performance of their wartime duties, women must prepare now for heavier responsibilities. Working together for objectives outside of self-interest, they must accept now the stern, constructive discipline of useful service and get ready for an uncertain economic period ahead.

"Women's organizations must provide the ladders of training that will lead up to new and strengthened leadership of a very high order, for we need the full partnership of men and women in national and world affairs."

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ADVANCE RELEASE---- ADVANCE RELEASE

Hart - Selective Service 221 S-36

NATIONAL HEADQUARTERS OF SELECTIVE SERVICE

ADVANCE RELEASE:
For Friday Morning Papers
May 26, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

The policies and principles governing administration of the reemployment provisions of the Selective Training and Service Act of 1940 were outlined today by National Headquarters of Selective Service in the form of a memorandum issued for the guidance of local boards and the reemployment committeemen attached to the boards.

The memorandum analyzes each section of the act as it applies to reemployment of veterans. It outlines the principles to be followed in determining the "permanent" or "temporary" nature of employment, deals with problems affecting qualifications of veterans for reinstatement and the duties and obligations of employers, and answers questions concerning seniority rights.

Highlights of the memorandum include:

Seniority rights accumulate during the veteran's period of active service in the armed forces in the same manner as they would have accumulated had he remained continuously at work in his civilian occupation.

A veteran, in order to claim reinstatement in a position, must be qualified to perform the duties and functions of that position. If unable to qualify for an upgraded job, he is, nevertheless, entitled to a position equal in seniority, status and pay to the one which he left.

A veteran is entitled to reinstatement in his former position or one of like seniority, status and pay, even though such reinstatement necessitates the discharge of a nonveteran with greater seniority.

A veteran is entitled to his former position or one of like seniority, status and pay, and may refuse another, even though the pay is greater and offers other advantages.

Conscientious objectors have no reemployment rights under the law and the Selective Service System has no responsibility to aid them in regaining former positions or obtaining new positions.

(over)

X-31075

Eligible for benefits under the act are persons who entered the Army, Navy, Marine Corps or Coast Guard (male or female) subsequent to May 1, 1940, but the veterans seeking benefits must have a "certificate" indicating satisfactory completion of service in the armed forces.

Members of the Coast Guard auxiliary are not eligible, nor do the reemployment provisions apply to employes of States, although the act declares it to be the sense of Congress that such persons should be restored to their former positions or to positions of like seniority, status and pay. The policy of the Selective Service System is to render all possible aid to such persons. Many States have passed laws granting their employes substantially the same reemployment rights as are granted to Federal employes by the act.

The act requires the veteran to make application for reemployment "within 40 days after he is relieved from" training and service. This is mandatory and compliance is essential if the veteran is to enforce his reemployment rights over the objection of the employer.

In the case of jobs created by war expansion, the "permanent" or "temporary" character of the job likewise depends upon the facts and circumstances in each individual case.

The memorandum further points out that:

A veteran entitled to reemployment rights has recourse in the courts to recover back pay, even after reinstatement if it was improperly delayed or postponed by the employer.

A veteran entitled to reemployment may not be discharged from his restored position "without cause within one year after such restoration." The question of what constitutes "cause" is to be determined by "standards of common sense" and is to be measured by "practices and customs generally acceptable in industry or practices and customs in common and accepted use in the particular place of employment."

A veteran who has been reinstated to his former position cannot within one year be displaced by another, on the ground that the latter has greater seniority rights.

A soldier who is placed in an inactive status and transferred to the Enlisted Reserve Corps, at his own request, on the condition that he will engage in essential industry, loses his reemployment rights if he does not apply to his former employer for reinstatement within 40 days after his transfer.

The functions of the Veterans Personnel Division of Selective Service are confined to assistance to veterans in obtaining reemployment in their former positions. The responsibility for assistance in obtaining new positions is being exercised by the Director of Selective Service through the United States Employment Service of the War Manpower Commission.

The Director of Selective Service discharges his responsibilities for reinstatement of veterans in old jobs through a Veterans Personnel Division at National Headquarters with decentralized responsibility to State directors and authority to set up necessary machinery within the States to carry out the program at local and State levels.

The memorandum follows:

LOCAL BOARD MEMORANDUM NO. 190-A

ISSUED: 5/20/44

SUBJECT: Reemployment Policies

Purpose. The provisions of section 8, Selective Training and Service Act of 1940, as amended, regarding reemployment rights of veterans, are necessarily broad and general. Questions have arisen and will arise in future as to the application of such general provisions to particular cases. When differences of opinion arise as to the legal interpretation of the meaning and significance of these provisions, it is, in the last analysis, a matter for determination by the courts. In administering the law and carrying out the responsibility of the Director of Selective Service, however, certain policies have been adopted by National Headquarters and it is the purpose of this memorandum to set out such policies for the guidance of all members of the Selective Service System who are charged with carrying out its Veteran's Assistance Program.

Definition of certain terms.--Whenever used in this memorandum, unless otherwise indicated, the term "Act" means the Selective Training and Service Act of 1940, as amended; the term "service" means active military or naval service in the land or naval forces of the United States by either males or females; and the term "reemployment rights" means the reemployment rights conferred by section 8 of the Act.

Provisions of the Act.--The pertinent provisions of section 8 of the Act are set out in Appendix "A" of this memorandum.

Part I - Constitutionality of the Act.

1. Constitutionality upheld by Court.--In the case of Hall v. Union Light, Heat and Power Company, decided February 21, 1944, the United States District Court for the Eastern District of Kentucky sustained the constitutionality of section 8 of the Act.

Part II - Application of the Act.

1. Persons to whom the Act applies.--The Act provides that the benefits of section 8 accrue, subject to certain conditions, to "any person inducted into the land or naval forces under this Act." Section 7 of the Service Extension Act of 1941 provides that the benefits of section 8, Selective Training and Service Act of 1940, shall be applicable to "any person who, subsequent to May 1, 1940 . . . shall have entered upon active military or naval service in the land or naval forces of the United States . . ." Therefore, any person either male or female who enters on active duty in the land or naval forces of the United States subsequent to May 1, 1940, is entitled to the benefits of section 8 of the Act if he or she meets the other conditions specified. This includes persons serving in the Army, Navy, Marine Corps and Coast Guard.

2. Persons to whom the Act does not apply.--(a) The benefits of section 8 of the Act do not apply to members of the Coast Guard Auxiliary.

(b) The Act does not confer reemployment rights on conscientious objectors who have been assigned to work of national importance under civilian direction in lieu of military service, and it has been determined as our policy that the Selective Service System has no responsibility to aid such conscientious objectors in regaining their former positions or in obtaining new positions.

(c) The benefits of section 8 of the Act do not apply to persons in the employ of any State or political subdivision thereof, although the Act declares it to be the sense of Congress that such persons should be restored to their former positions or to positions of like seniority, status and pay. It is the policy of the Selective Service System to render all possible aid to such persons, and many States have passed laws granting their employees substantially the same reemployment rights as are granted to Federal employees by the Act.

Part III - Requirements for reemployment.

1. Evidence of satisfactory completion of service.--The Act requires that a veteran, in order to be eligible for reemployment rights, must have completed his period of service to the satisfaction of those in authority over him. Since this is a prerequisite to reemployment rights, the employer is entitled to proof of completion of satisfactory service. Accordingly, the veteran must have a "certificate" indicating satisfactory completion of his service, but the form of such certificate is immaterial. It may be in any of the following forms:

(1) Certificate of Service (W.D., A.G.O. Form 280) given by the Army to persons transferred to the Enlisted Reserve Corps.

(2) The Report of Separation (W.D., A.G.O. Form 53), if such form indicates on line 27 thereof that the veteran received an honorable discharge.

(3) Any of the certificates of discharge from the Army, Navy, Marine Corps or Coast Guard which, according to the following "Table of Discharge Forms," entitles a veteran to reemployment rights if otherwise qualified.

TABLE OF DISCHARGE FORMS

Form No.	Color	Title	Right to Reemployment Benefits of the Act
ARMY			
55	White	Honorable Discharge	Yes
56	Blue	Discharge	No
57	Yellow	Dishonorable Discharge	No
NAVY			
660	White	Honorable Discharge	Yes
661	White	Certificate of Discharge under Honorable Conditions (Naval or Naval Reserve)	Yes
662	Yellow	Dishonorable Discharge (Naval or Naval Reserve)	No
MARINES			
257	White	Honorable Discharge	Yes
257a	White	Honorable Discharge	Yes
258	White	Honorable Discharge	Yes
258a	White	Honorable Discharge	Yes
385a	White	Discharge	No
385c	White	By reason of Desertion	No
385	Yellow	Bad-Conduct Discharge	No
385b	Yellow	Dishonorable	No
COAST GUARD			
2510	White	Honorable	Yes
2510A	White	Under Honorable Conditions	Yes
2510B	Yellow	Dishonorable	No

WAVEs, SPARs, Women's Reserve Corps of the U. S. Marine Corps, and WACs receive same discharges as maile personnel.

(over)

2. Time for application.--(a) The Act requires the veteran to make application for reemployment "within 40 days after he is relieved from" training and service. This is mandatory and compliance is essential if the veteran is to claim his reemployment rights against the objection of the employer.

(b) While the employer cannot, strictly speaking, extend the 40 day period, he can voluntarily reemploy the veteran thereafter and he may as a part of the employment contract agree that the veteran shall be entitled to the benefits of section 8 of the Act. Such an agreement to be enforceable would have to be clear and explicit; otherwise, while the veteran may be employed it is doubtful that he would be entitled to the additional benefits conferred by the Act for seniority, pay and employment for one year.

3. Ability to perform duties.--(a) A veteran who duly applies for reemployment must be "qualified to perform the duties of such position" and this is a question of fact to be determined by common sense and experience. The employer cannot set up arbitrary or unreasonable standards. The real question is "Can the veteran do his job in the manner in which he did it before he left?" So long as there is any doubt, the veteran is entitled to a chance to prove that he can do so.

(b) A veteran seeking reinstatement in his former position is not required to meet higher standards than existed in the position at the time it was vacated by him, nor is he required to meet standards which the employer may set for others with no reemployment rights. If the position has been so upgraded that it is beyond the veteran's skill, he is entitled to a job requiring comparable skill and equal in seniority status and pay to that which he vacated.

4. Position "other than temporary"--(a) The Act provides that a veteran otherwise qualified is entitled to reinstatement in his former position only if this was "other than a temporary position." The final determination as to the "temporary" or "permanent" character of a position rests with the Courts. Every case must be determined on the facts and circumstances in that particular case. The following administrative policies are merely intended as guides, and are not to be considered as determinative in any given or hypothetical case.

(b) Generally speaking, one who is employed to fill the place made vacant by a person entering service occupies a temporary status and has no reemployment rights even though he subsequently enters service. There may be exceptions to this, however. For example, suppose that A, a permanent employee, enters service and B, also a permanent employee, is upgraded or transferred into A's place and then enters service; if they return, they are entitled to reinstatement in their original permanent positions. It is the character of relationship between the employer and employee, whether "temporary" or "permanent," that should govern rather than the particular assignment being carried out at the time of entry into service.

(c) In the case of jobs created by war expansion, the "permanent" or "temporary" character of the job depends upon the facts and circumstances in each individual case. Some of the factors which may be considered are:

(1) Was the position newly created.
(2) Was the veteran the first occupant thereof.
(3) Was it intended as a "wartime" or as a "permanent" position.
(4) What were the circumstances or agreements at the time of the original employment.
(5) After employment commenced, was the relationship between the employer and employee such that they contemplated a permanent relationship in the ordinary sense of industrial and commercial practice.

These factors are not conclusive or all-embracing. Innumerable unknowns may present themselves in each individual case.

(d) While an employment for a fixed and definite period is ordinarily a "temporary" employment, the repeated extension of the contract of employment may indicate that such contract is intended primarily to fix the terms of employment, such as wages, vacations, seniority, bonus, insurance and similar questions, and that the time limitation is secondary. Under such conditions, if the practice of time contracts is general in similar positions within an establishment, such employment may be considered "other than temporary."

(e) Under Regulation of the Civil Service Commission, if a war service appointee (a temporary appointee) of the Federal Government is honorably discharged from active military or naval service prior to the termination of the war, he will be entitled to substantially the same reeemployment benefits as are provided for permanent employees under the Act, but that person shall not be required to be retained in employment beyond the limitation placed upon his original appointment. This is usually for the duration of the war and six months thereafter. If any difficulty is experienced in secruing the reinstatement of a veteran in a federal position, such case should be referred to the State Director for transmittal to Nation Headquarters.

(f) Under the Civil Service Regulations, if the bureau, agency, or department in which a Federal Government employee was working at the time he entered the service has been reduced for budgetary or other reasons, a returning veteran if he was only a war service employee is nevertheless entitled to his former position, or a position of like seniority, status and pay even though it requires the dismissal or transfer of a nonveteran war service appointee. If the bureau, agency or department has been entirely liquidated he is entitled to a position in some other bureau, agency or department.

5. Change in private employer's circumstances.--Under section 8 (b) (B) of the Act, a private employer is not required to reinstate a veteran if his circumstances have so changed as to make "unreasonable or impossible to do so." What constitutes such a change in an employer's circumstances as to make a veteran's reinstatement "impossible or unreasonable" must be decided by the facts and circumstances in each case. The convenience of an employer must be distinguished from "impossible" or "unreasonable," and the fact that the nonveteran to be replaced is receiving less pay than the employer would be required to pay the veteran should not be considered as a condition "unreasonable" or "impossible." Neither the fact that an employer now employs women in place of male veterans, nor his promise of permanent employment to those who filled the places vacated by veterans, is an excuse for failure to reemploy veterans.

Part IV - Circumstances or reemployment.

1. Position of like seniority, status and pay.--(a) Seniority rights accumulate during the period of active military or naval service. Time is credited in the same manner as it would have accumulated had the person remained continuously at work in his civilian occupation.

(b) Where a position has been upgraded, a returning veteran, in order to claim reinstatement in such position, must be qualified to perform the duties and functions of that new position. If unable to qualify for the upgraded job, he is, nevertheless, entitled to a position equal in seniority, status and pay to the one which he left.

(c) A returning veteran is entitled to reinstatement in his former positio or one of like seniority, status and pay even though such reinstatement necessitates the discharge of a nonveteran with a greater seniority.

(d) A veteran is entitled to his former position or one of like seniority, status and pay, and may refuse another even though the pay is greater and offers other advantages.

(e) If, upon a veteran's return from military service, he finds that his employer has entered into employment agreements with others setting up conditions of employment different from those which existed at the time the veteran left, the veteran cannot be deprived of his reemployment rights by reason of these agreements.

(f) In the administration of the Act, the Selective Service System takes the position that the seniority of a person in the service accumulates during such service to the same extent and in the same manner as if such person had remained in continuous employment.

2. Place of reemployment.--The normal place of reemployment of a veteran is the location at which he was employed when he entered service if the employer is still established there. A change of location is a matter for mutual agreement between employer and employee. A veteran entitled to reinstatment in a former position may not require his employer to employ him in a different location from that of his former position, nor may an employer require such a veteran to accept employment in a differen location if the employer is still established at the place of former employment.

3. Immediate reemployment.--(a) A veteran is entitled to immediate reinstatement. The term "immediate," however, is not to be understood in a literal sense of "instant" but rather as meaning "without unnecessary delay." If a physical examination of the veteran is required, either by law or police or health regulations, or if other preliminaries are necessary as a prerequisite to ordinary employment, a reasonable time should be allowed therefor. Mere convenience of the employer is not an excuse for delaying reinstatement of the veteran.

(b) A veteran entitled to reemployment rights may, by legal action instituted in accordance with the Act, recover back pay even after his reinstatement if such reinstatement was improperly delayed or postponed by the employer.

4. Employment for one year.--(a) A veteran entitled to reemployment may not be discharged from his restored position "without cause within one year after such restoration." What is "cause" for dismissal in any case must be determined by the facts and circumstances in each case. The question is to be determined by standards of common sense and is to be measured by practices and customs generally acceptable in industry or practices and customs in common and accepted use in the particular place of employment.

(b) A veteran who has been reinstated to his former position cannot within one year be displaced by another, on the ground that the latter has greater seniority rights. To permit such displacement would be to nullify the original reinstatement and thus deprive the veteran of his reemployment rights under the Act, and would be, in effect, a repeal of an Act of Congress.

Part V - Waiver of reemployment rights.

1. Requirements for a valid waiver.--When it is claimed that a veteran has waived his reemployment rights the waiver must be proved by clear and positive evidence. Such waivers, if induced by fraud, misrepresentations, or by any coercive methods, threats or force, are invalid. The burden of proof is upon the employer to prove a voluntary waiver by the veteran.

2. Transfer to Enlisted Reserve Corps to engage in essential industry---It is the view of the Selective Service System that a soldier who is transferred to the Enlisted Reserve Corps, at his own request, on the condition that he will engage in essential industry, loses his reemployment rights if he does not apply to his former employer for reinstatement within 40 days after his transfer.

3. Disclosure of confidential medical information.--(a) The Report of Separation (W.D., A.G.O. Form No. 53), or any other definitive information as to the reasons for separation from the armed forces provided to the Selective Service System, even though it may come into the hands of the local board and be placed in the registrant's Cover Sheet, has been determined to be confidential and not a part of the registrant's file and such information may be disclosed or furnished to or examined by any person, including the registrant, other than those in the Selective Service System who have reason for the use of such information. Such information and the form by which it is furnished to the Selective System is the property of the War and Navy Departments, respectively, and any registrant or other person desiring such information will be referred to the branch of the service from which the veteran has been separated.

(b) An employer has no right to establish as a condition precedent to a veteran's reinstatement in his former position that he signed as waiver of his rights to keep his medical history and diagnosis confidential or to insist as a condition precedent to reinstatement that the veteran authorize the employer to secure such information from the War or Navy Department.

(over)

Part VI - Reemployment functions of Selective Service.

1. Veterans Personnel Division.--The Act imposes on the Director of Selective Service the responsibility for establishing a Personnel Division to assist qualified veterans in obtaining reemployment in their former positions or employment in new positions. The functions of the Veterans Personnel Division are presently confined to assistance to veterans in obtaining reemployment in their former positions and the responsibility for assistance in obtaining new positions is being exercised by the Director of Selective Service through the United States Employment Service of War Manpower Commission.

2. Assistance of State Director or Director.--(a) Whenever a Local Board or its Reemployment Committeeman is in doubt as to a veteran's rights the case should be submitted to the State Director for his advice and assistance. The State Director may, in his discretion, submit any case or question to National Headquarters.

(b) In every case, due regard should be given to the fact that a veteran must apply for reinstatement within 40 days after he is released from duty. For this reason, members of the Selective Service System should act as promptly as possible in such matters.

3. Procedure when court action required.--The rights of a qualified veteran to enlist the services of the United States Attorney and to proceed in the United States District Court against an employer who refuses to restore him to his former position are set out in paragraph (e) of section (8) of the Act. It is important that in no case should a State Director, Local Board or Reemployment Committeeman send a case to the United States District Attorney for prosecution under the Act. Where the need for legal proceedings is indicated, the file should be sent to National Headquarters for review and for forwarding to the Department of Justice for proper action.

DIRECTOR

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APPENDIX "A"

REEMPLOYMENT PROVISIONS--SELECTIVE TRAINING AND SERVICE ACT OF 1940, AS AMENDED

Sec. 8. Certificates and physical examinations: Reemployment; . . . . Replacement in industry.

(a) Any person inducted into the land or naval forces under this Act for training and service, who, in the judgment of those in authority over him, satisfactorily completes his period of training and service under section 3 (b) shall be entitled to a certificate to that effect upon the completion of such period of training and service, which shall include a record of any special proficiency or merit attained. In addition, each such person who is inducted into the land or naval forces under this Act for training and service shall be given a physical examination at the beginning of such training and service; and upon the completion of his period of training and service under section 3 (b), each such person shall be given another physical examination and, upon the written request of the person concerned, shall be given a statement of medical record by the War Department; Provided, That such statement shall not contain any reference to mental or other conditions which in the judgment of the Secretary of War or the Secretary of the Navy would prove injurious to the physical or mental health of the person to whom it pertains.

(b) In the case of any such person who, in order to perform such training and service, has left or leaves a position, other than a temporary position in the employ of any employer and who (1) receives such certificate, (2) is still qualified to perform the duties of such position, and (3) makes application for reemployment within forty days after he is relieved from such training and service-

(A) if such position was in the employ of the United States Government, its Territories or possessions, or the District of Columbia, such person shall be restored to such position or to a position of like seniority, status, and pay;

(B) if such position was in the employ of a private employer, such employer shall restore such person to such position or to a position of like seniority, status, and pay unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so;

(C) if such position was in the employ of any State or political subdivision thereof, it is hereby declared to be the sense of the Congress that such person should be restored to such position or to a position of like seniority, status, and pay.

(c) Any person who is restored to a position in accordance with the provisions of paragraph (A) or (B) or subsection (b) shall be considered as having been on furlough or leave of absence during his period of training and service in the land or naval forces, shall be so restored without loss of seniority, shall be entitled to participate in insurance or other benefits offered by the employer pursuant to established rules and practices relating to employees on furlough or leave of absence in effect with the employer at the time such person was inducted into such forces, and shall not be discharged from such position without cause within one year after such restoration.

(over)

(c) In case any private employer fails or refuses to comply with the provisions of subsection (b) or subsection (c), the district court of the United States for the district in which such private employer maintains a place of business shall have power, upon the filing of a motion, petition, or other appropriate pleading by the person entitled to the benefits of such provisions, to specifically require such employer to comply with such provisions, and, as an incident thereto, to compensate such person for any loss of wages or benefits suffered by reason of such employer's unlawful action. The court shall order a speedy hearing in any such case and shall advance it on the calendar. Upon application to the United States district attorney or comparable official for the district in which such private employer maintains a place of business, by any person claiming to be entitled to the benefits of such provisions, such United States district attorney or official, if reasonably satisfied that the person so applying is entitled to such benefits, shall appear and act as attorney for such person in the amicable adjustment of the claim or in the filing of any motion, petition, or other appropriate pleading and the prosecution thereof to specifically require such employer to comply with such provisions: Provided, That no fees or court costs shall be taxed against the person so applying for such benefits.

(g) The Director of Selective Service herein provided for shall establish a Personnel Division with adequate facilities to render aid in the replacement in their former positions of, or in securing positions for members of the reserve components of the land and naval forces of the United States who have satisfactorily completed any period of active duty, and persons who have satisfactorily completed any period of their training and service under this Act.

NOTE: Subsections (d) (f) (h) and (i) of Section 8 above have been omitted here as unimportant to reemployment information.

END OF ADVANCE RELEASE: For FRIDAY MORNING Papers, May 26, 1944.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

WOMEN WORKERS IN A WORLD WAR

A Speech by Mary Anderson, Director, Women's Bureau, U. S. Department of Labor, before the Maryland State and D. C. Federation of Labor, Cumberland, Maryland, May 22, 1944.

I am very glad to have this opportunity to talk to you today concerning the big job our American women are doing, and some of the mutual problems facing us.

American women -- from pioneer days to the present -- have helped to build and to protect our country. Even before Pearl Harbor women were one-fourth of all workers. In fact, in 1940 there were 11 million women in paid employment and another two and one-half million women in search of jobs. Today one-third of all workers are women, almost 17 million being in paid employment. More than 2 million women of all ages have received special training in public vocational and college war training programs conducted in all 48 States and the territories of Hawaii and Puerto Rico.

As you know the proportion of women in the key war industries has greatly increased. The electrical industry which employed so many women before the war, is now the largest woman employer among the key war industries. Over 365,000 women are employed in electrical machinery plants. In the manufacture of radios and radar women make up a little over half of those employed, while in the radio tube industry women are three-fourths of all workers. Before the cut-backs came, women's employment in small-arms ammunition reached almost 100,000 or nearly 50 percent of the total employed. Some 350,000 women factory workers are employed in the aircraft industry as compared to a mere 4,000 women so employed one week before Pearl Harbor. Before the war the few women employed in this industry were used chiefly on sewing jobs. Today women are doing a wide range of

jobs on airframes, gliders, engines and propellers.

The admission of women to the shipyards is even a more striking change in women's employment. Only 36 women were employed in this industry in 1939 as compared to around 150,000 now.

The steel mills also have turned to the woman worker to an increasing extent. In blast furnaces, steel works, and rolling mills the proportion of women is 8 times as high as it was in 1939. In recent months all the large steel companies have substituted women for men on an increasing number of jobs.

In visits to 13 foundries Women's Bureau agents found that women are being employed to a limited extent. Women were found to be in jobs ranging from the shoveling and mixing of sand and other unskilled labor to fairly skilled work in the fine finishing of molds and to testing in the laboratory, a few being skilled chemists.

Since there are certain jobs in heavy industry that women cannot perform, the line of job progression must be changed if women are to be used. One steel mill solved this problem through a company and union agreement to amend the regular bargaining agreement to make this possible. The new provisions are as follows: (1) The agreed-upon schedules of pay currently in effect shall apply to women as to men, except as herein modified. (2) When a man is displaced from a job by a woman he shall be paid for the work to which he has been displaced, at the rate of the work from which he has been displaced excepting if the rate of the new job is higher, then he shall be paid the higher of the two rates. (3) A women shall be permitted to circumvent such jobs in line of progression which she is physically unable to do in order to progress to a job she is able to do; and a man shall be permitted to circumvent women's jobs in the same manner.

The Women's Bureau is especially concerned during this war period with such problems as these for it is interested in the best possible utilization of women workers. In this connection the Bureau has studied a wide range of occupations in war industries in an effort to find out where women could best be used. Such surveys indicate where women can replace men and those operations at which women excel. Industries in which the Bureau had made occupational surveys include the arsenals, aircraft plants, steel mills, foundries, shipyards, machine tools, war instruments, and railroads. In those industries where women met employer opposition earlier in the war, these surveys helped to pave the way for women's entrance.

At present the Bureau is making, or will make, similar studies in the lumber mills and logging industry, aluminum plants, meat packing, leather and chemical industries, air fields and repair bases, docks and yards.

The Bureau is interested not only in what jobs women can best do, but also in their working and community conditions. We still advocate the maximum 8-hour day, 48-hour week, one day of rest in seven, as the best for both men and women and conducive to the highest output when employees must work under pressure or over a long period. We realize, though, that some relaxation in State laws may be necessary to meet war needs. But because of the present practice in many plants of working women beyond 48 hours a week we are constantly being asked: What are the best hours of work for women to meet production schedules without undermining their health? Therefore, the Bureau is investigating this vitally important subject in an effort to find out if the long hours are leading to undue fatigue, lowered morale, increased absence and turnover -- and in the final analysis, to retarded output of war materials. The study is difficult, involving many factors related to plant and home conditions,

community facilities, time and transportation in going to and from work as well as the actual hours of labor. All these factors must be carefully investigated. Facts must be gathered from plants in different industries and from women workers through home interviews. The survey must cover various typical industrial areas.

To help prevent industrial injuries and to promote the health and efficiency of women workers the Bureau recommends certain standards relating to working conditions most conducive to women's efficiency. These include the provision of adequate rest and lunch periods, proper seating, lighting, adequate and sanitary rest rooms and eating facilities, proper clothing for safety on the job.

The Bureau also realizes that good community conditions are important to maintain the efficiency of women workers. Many of them carry a double load. When they leave the plant, they must serve on the home shift. It is essential, for example, that these women have a place where children can be cared for, a time when shopping can be done, adequate housing, transportation, and recreation facilities. In an attempt to help in the solving of these problems the Bureau during the past year has surveyed 37 war-industry communities, and advised with both labor and management, as well as with local civic and other groups, on their solution.

A series of special bulletins cover the surveys the Bureau has made in the various war industries while a number of its bulletins deal with recommended working standards. Other Bureau bulletins are on such subjects as housing and recreation for women war workers, essential community services, and recommended procedures in hiring and utilizing women.

We have pioneered in the effort to establish pay rates based on the job rather than by sex, and to secure the same upgrading opportunities for women as

for men. The Bureau has given even more attention to these questions during the war because of the great demand for women to take over jobs formerly done by men as well as many new jobs of similar nature that have been set up with expansion of war plants.

Although, the War Labor Board has given its blessing to the equal pay policy, as you know, it will order wage equalizations only when the issue is in dispute between labor and management. Thus the unions now hold the key. Men and women in organized labor should get this one-wage standard written into all union contracts. Already many locals have succeeded in achieving this goal. With the aid of organized labor, three States have recently passed an equal pay law, bringing the total number of States with such a law up to five. The management in a number of war plants also voluntarily has adopted the equal pay principle, notably in aircraft, steel, and shipbuilding.

Despite the gains on the equal pay front, much more remains to be done. Women's pay in general still falls much below the level of men's. In some States women's wages average less than two-thirds of men's average. A particularly acute problem for women today is that of seniority.

Because the Women's Bureau as well as organized labor is concerned with problems affecting working women, the Bureau is cooperating with the unions in various ways. You are well aware of the greatly increased number of women in unions. There are at least three times as many women union members now as before the war. It is estimated that there are over 3 million women union members today. In the past the most usual assistance given by the Bureau to the unions was the furnishing of data about women's jobs and standards for women's working conditions, based on its own investigations. The unions have used this information in negotiation of contracts and more recently in cases they have brought before government agencies like the War Labor Board.

During the war the unions have turned to the Women's Bureau for other types of assistance. Thus we are now endeavoring to advise them when negotiating contracts so that standard clauses pertaining to women workers will be included. For this purpose we called a small conference of women prominent in their unions, also inviting the national offices of the AFL and the CIO in Washington to send representatives.

The Bureau has published a leaflet covering these clauses which are briefly as follows: (1) Wages - Wage rates established under this contract shall be set for the job, not by the sex of the worker. (2) Seniority - Women shall accumulate seniority in the same manner as male employees, and shall have the same rights of promotion or transfer to other departments. (3) Rest Periods - In addition to a regularly scheduled lunch period, each employee covered by this agreement shall be given two 10-minute rest periods in each workday. (4) Lunch Periods - Every employee shall be given a regularly designated lunch period of at least 30 minutes which shall be paid for.

In connection with securing equal pay for women we are visiting local unions of the International Association of Machinists and the International Automobile Workers of America, in Illinois and the nearby areas, as well as in Indiana, Wisconsin and Michigan. The United Automobile Workers, the Electrical Workers, the Farm Equipment Workers and the Rubber Workers are other unions with whose local branches we are working.

Another way in which the Bureau has proved useful to the women members of the union is in acting as adviser to leadership training courses for women workers. In St. Louis, for instance, the Women Workers' Council, an organization of outstanding women members of unions in that area, with our help has planned and now has under way a leadership course. Lectures are given by union leaders, by government officials and by university and community leaders. In St. Louis, too,

panal forums, have been planned, at the suggestion of our regional representative there, at which women workers discussed their problems.

We have further worked with women union members, at their request, in informing them of community agencies which can assist them in various ways. For this purpose we have promoted group meetings of representatives of all such agencies and union members, where talks by each are given, with questions and answers following. Such meetings have been held this spring in Buffalo, Syracuse and Rochester and Chicago, as well as other places.

But such activities on the community, State, and national level are no longer sufficient. We have learned that if we are to have a peaceful world and a high standard of living, economic security must be extended to all people. This principle is given full recognition at the recent conference of the International Labor Organization in Philadelphia participated in by 41 countries. The labor representatives deserve much credit for the forward steps taken there to promote progressive measures. The declaration made at the ILO conference is a declaration against want. It lays the groundwork to carry out the promise of the Atlantic Charter's "four freedoms." The declaration states the need for a better world, and recommends some of the measures essential to its realization.

These measures include provisions for insuring useful and regular employment to all persons who want work, at fair wages, with protection of health and against injury. The declaration recognizes the necessity of raising the standards of living to provide adequate nutrition, housing, medical care, and education. It further recognizes the right of collective bargaining, and the right of workers whose employment is interrupted by sickness or injury, by old age, or by lack of employment opportunity, to a regular income. Realizing the importance of women workers in the world's economy, the conference also adopted recommendations that strongly set forth the principle of complete equality of opportunity for men and women on the basis of their individual merit, skill,

and experience. It recommended that steps be taken to encourage the establishment of wage rates based on job content, without regard to sex. In order to carry this out it recommends that investigations be conducted, in cooperation with employers' and workers' organizations, for the purpose of establishing precise and objective standards for determining wage rates. Another recommendation calls for action to be taken to improve conditions of work and methods of placement in those industries and occupations in which large numbers of women have traditionally been employed.

I know that you will agree with Senator Thomas, one of the two United States Government representatives at the ILO conference when he said in summing up the socially progressive measures adopted: "I am confident the job can be done, for I believe it's what we are fighting for, in this most gigantic and costly of wars. Our boys are fighting and dying for a better world, a secure and peaceful world, based on cooperation, not conflict. The Philadelphia conference of the International Labor Organization demonstrated again that men of good will can work together despite varying interests, against those common enemies - want and fear."

# # # # #

WAR MANPOWER COMMISSION
Washington 25, D. C.

WMC Field Instruction No. 387
Essential Activities No. 36
May 12, 1944

In reply
refer to WMEA

To: All Regional Manpower Directors

Subject: Restrictions on Designations of Locally Needed Activities

We have received replies from all Regional Manpower Directors in response to our memorandum of April 19, 1944, giving recommendations and comments on the proposal to limit the number of locally needed designations which may be made by Area and Regional Directors. The majority of the Regional Directors favor the proposal as an aid to the development of administrative uniformity. It is important that designations be made only when it appears that there might be a collapse of the services necessary for health, welfare and safety of an area and of the services necessary to the continuance of essential activities. Field Instruction No. 2 is, therefore, amended to provide, except on headquarters' approval, for the restriction of approval of locally needed designations by Area and Regional Directors to the following trades and services:

1. Wholesale distribution of automotive parts, supply and equipment
2. Wholesale distribution of drugs
3. Dry Cleaning wholesale and retail dry cleaning services
4. Wholesale and retail distribution of seed, hay, and grain, and farmers' supplies
5. Wholesale and retail distribution of foods
6. Wholesale and retail distribution of fuel
7. Hotels
8. Wholesale and retail distribution of ice
9. Laundries, power-driven
10. Linen supply
11. Wholesale and retail distribution of milk and dairy products
12. Wholesale distribution of petroleum products

13. Restaurants, cafeterias and industrial feeding services

14. Taxicab services, operation of

15. Cartage, local

When a locally needed designation is desired for activities, trades or services not included in the foregoing list a complete supporting documentary statement should be forwarded to headquarters similar to the arrangements for the approval of designations for "other than trades and services" as described in Field Instruction No. 2, Section V-D, and Field Instruction No. 224.

The above list may not contain certain activities, trades or services already designated in your region as locally needed. Within the next ten days will you please review your designations of locally needed activities, other than those listed above, and make recommendations and comments to Headquarters Office on the need for their continuance? In the future it will be necessary for Regional Offices to present a complete factual statement in support of the necessity for approval of designations other than those listed above.

The standards and other provisions of Field Instruction No. 2 will continue to apply except as modified by this instruction.

Inititated by:

/s/ Collis Stocking, Chairman
Essential Activities Committee

/s/ Vernon A. McGee
Deputy Executive Director

B and D distribution

Robinson

SUMMARY OF ES-270 REPORTS

MAY 1944

In connection with the activities of the WMC program the local USES offices secure information of current employment, turnover, and anticipated requirements on Form ES-270. Establishments from which reports are obtained are selected on the basis of their manpower problems, essentiality of activity, size of firm, or importance to the community in which they operate.

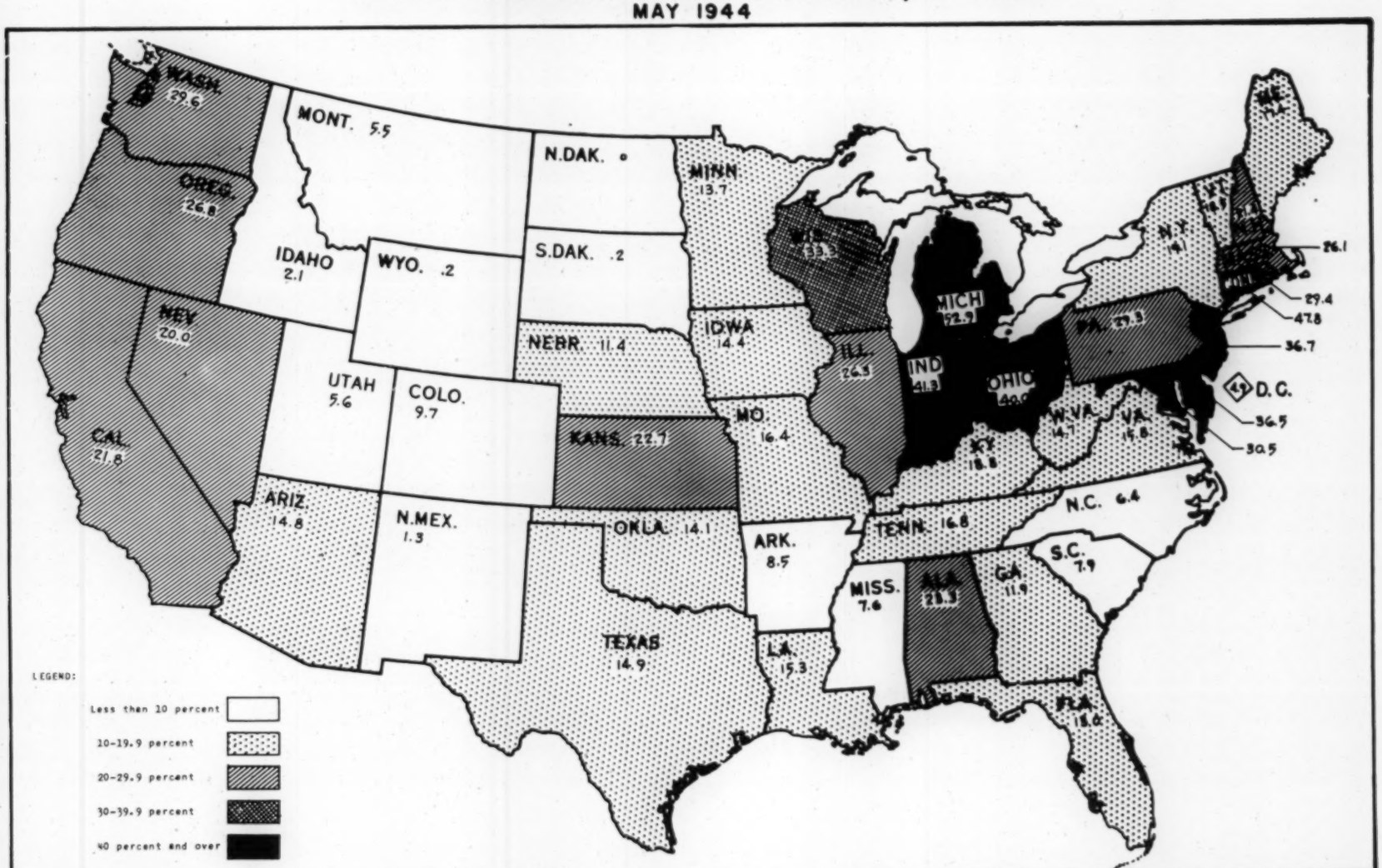
As a by-product of these reports national summaries of employment and turnover are prepared bi-monthly. The tabulations do not necessarily cover the total number of employees in any one industry or area. However, over 75 percent of the employment in all manufacturing industries and over 90 percent of the total employment in the munitions industries are reported.

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

7-4083 Pl of 19 bu-ees-wp

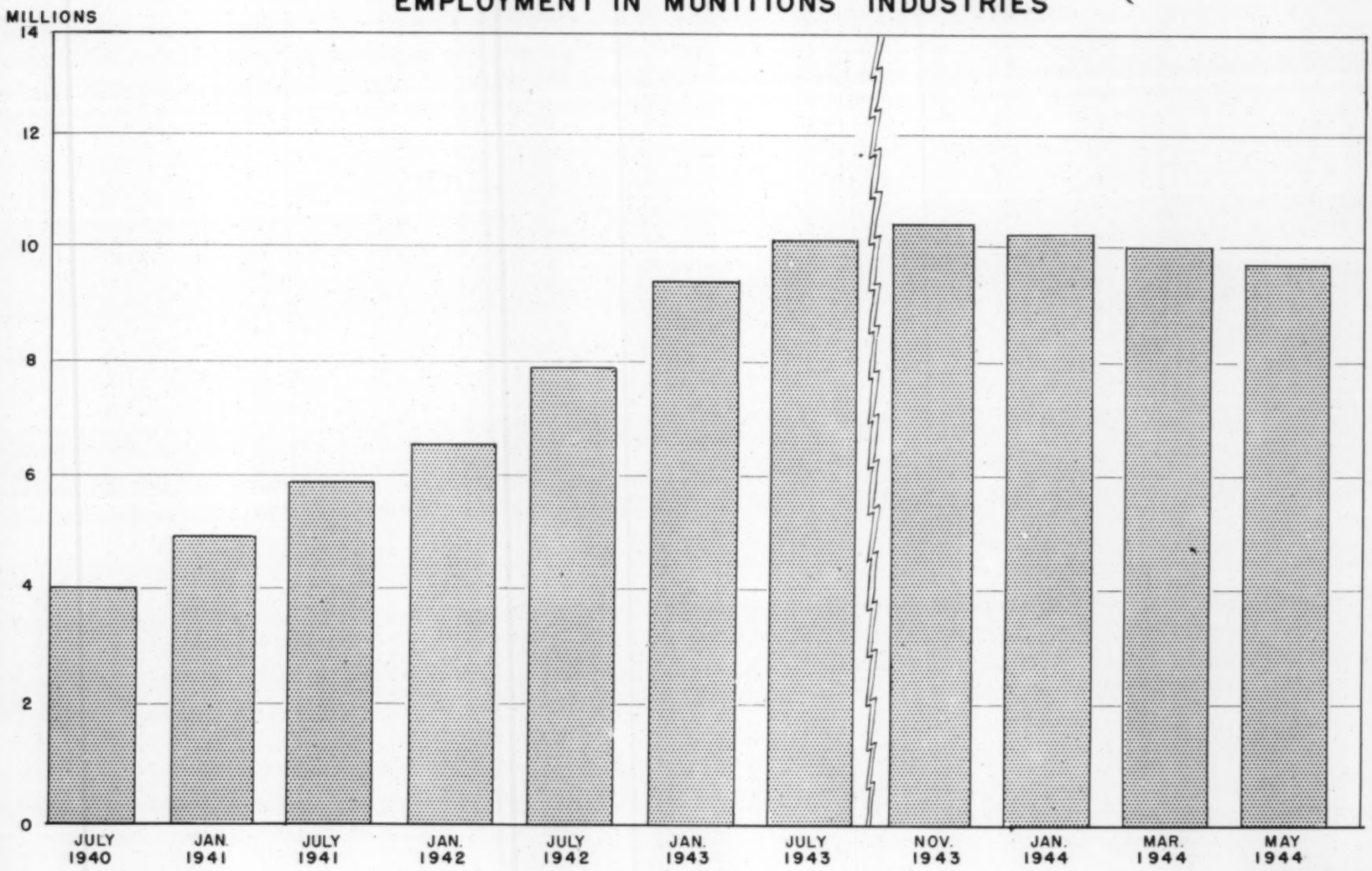
NUMBER OF PERSONS EMPLOYED IN MUNITIONS INDUSTRIES PER 100 NONAGRICULTURAL EMPLOYEES, BY STATE

MAY 1944



WAR MANPOWER COMMISSION
REPORTS & ANALYSIS SERVICE

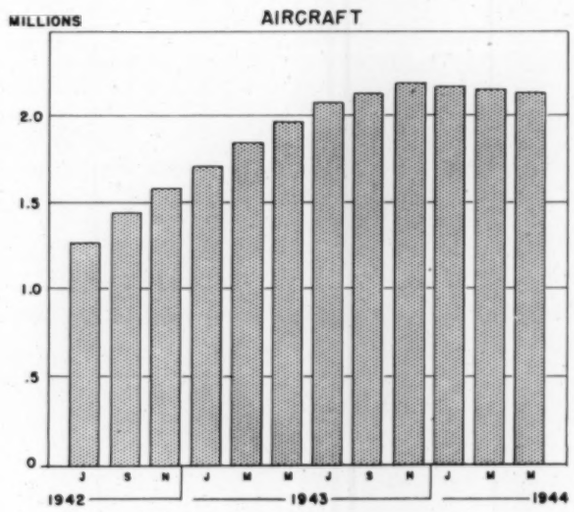
EMPLOYMENT IN MUNITIONS INDUSTRIES

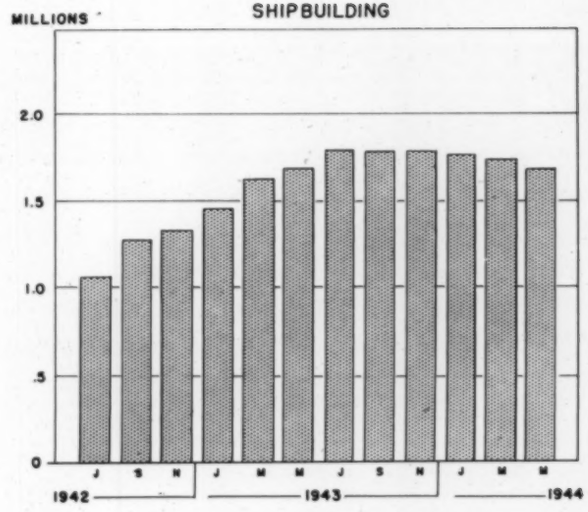


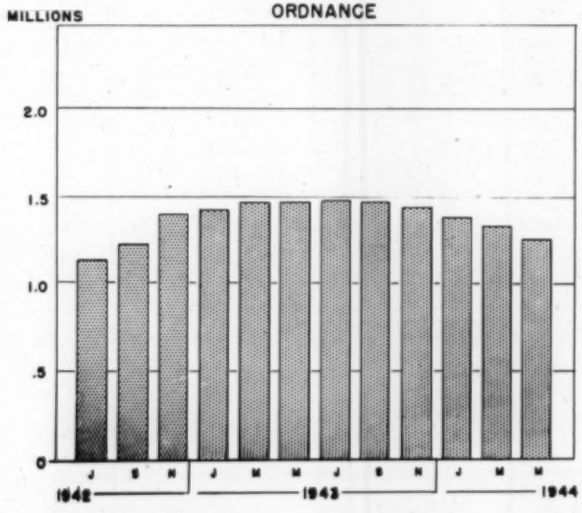
SOURCE: BLS AND WMC

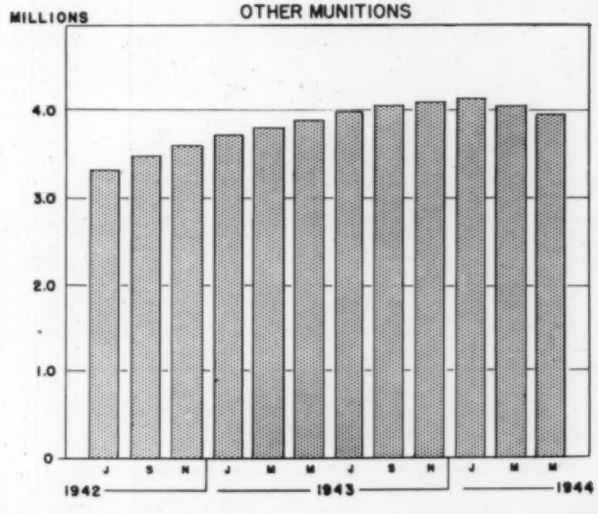
PREPARED BY
WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

EMPLOYMENT TREND IN SELECTED MUNITIONS INDUSTRIES
BI-MONTHLY, JULY 1942-MAY 1944









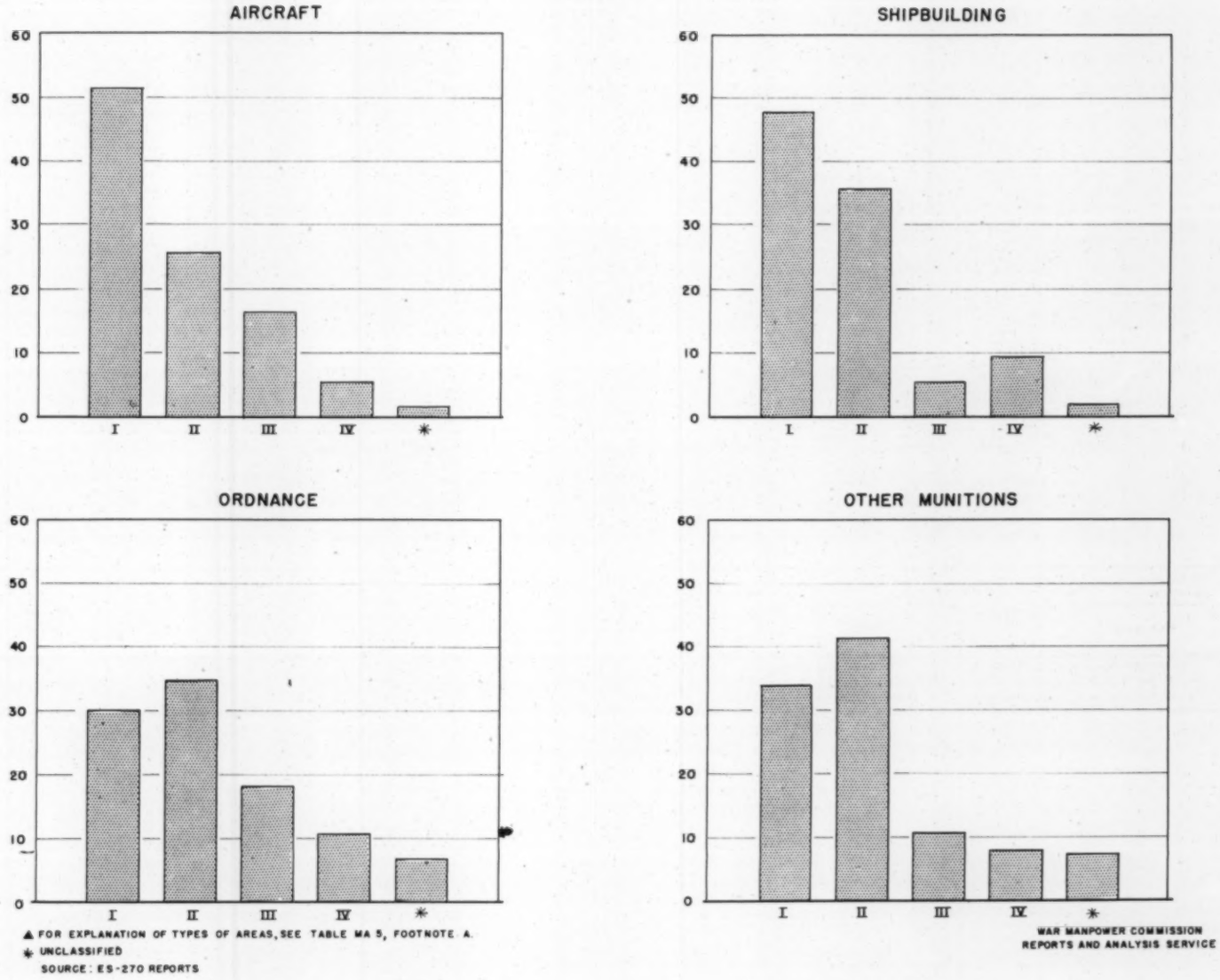
SOURCE: ES-370 REPORTS

WAR MANPOWER COMMISSION
REPORTS & ANALYSIS SERVICE

PERCENT DISTRIBUTION OF EMPLOYMENT IN SELECTED MUNITIONS INDUSTRIES

BY TYPE OF LABOR MARKET AREA ▲

MAY 1944



▲ FOR EXPLANATION OF TYPES OF AREAS, SEE TABLE MA 5, FOOTNOTE A.

* UNCLASSIFIED

SOURCE: ES-270 REPORTS

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments, by major industry group, May 1, 1944

Code	Major industry group Title	All establishments Number	Employment Total	Employment Women Number	Employment Women Percent of total	Employment in establishments reporting number of nonwhites employed Total	Nonwhites Number	Nonwhites Percent of total	Employment in establishments reporting number of part-time workers employed Total	Part-time Number	Part-time Percent of total
	Total	16,090	14,419,323	4,547,882	31.5	13,530,277	1,008,623	7.5	14,219,947	139,352	1.0
	Mining (coal)	710	357,463	5,162	1.4	357,255	35,091	9.8	353,477	66	(a)
11	Anthracite mining	60	66,405	451	.7	66,405	86	.1	66,405	1	(a)
12	Bituminous and other soft-coal mining	650	291,058	4,711	1.6	290,850	35,005	12.0	287,072	65	(a)
	Manufacturing	12,806	12,047,695	3,858,588	32.0	11,313,369	812,184	7.2	11,889,497	110,297	.9
19	Ordnance and accessories	903	1,230,334	429,231	34.9	1,110,143	84,022	7.6	1,228,014	7,831	.6
20	Food and kindred products	955	448,037	155,618	34.7	443,784	59,596	13.4	439,845	12,976	3.0
21	Tobacco manufactures	48	51,868	32,804	63.2	51,868	17,540	33.8	51,868	20	(a)
22	Textile-mill products	1,432	891,696	442,329	49.6	882,294	32,476	3.7	885,798	6,324	.7
23	Apparel and other finished products made from fabrics and similar materials	758	279,749	224,417	80.2	279,006	15,276	5.5	279,682	2,966	1.1
25	Furniture and finished lumber products (except cooperage)	274	81,020	23,322	28.8	80,853	8,326	10.3	80,853	626	.8
26	Paper and allied products	405	228,232	66,772	29.3	227,637	17,293	7.6	228,232	5,200	2.3
28	Chemicals and allied products	538	412,758	114,621	27.8	411,420	35,304	8.6	411,087	4,136	1.0
29	Products of petroleum and coal	205	141,662	17,418	12.3	141,646	10,582	7.5	141,606	423	.3
30	Rubber products	146	222,213	84,507	38.0	209,040	13,549	6.5	217,438	4,786	2.2
31	Leather and leather products	419	194,562	100,956	51.9	193,720	4,470	2.3	194,562	1,964	1.0
32	Stone, clay, and glass products	389	212,596	67,684	31.8	211,357	12,570	5.9	211,406	3,020	1.4
33	Iron and steel and their products	1,628	1,213,325	206,868	17.0	1,183,771	128,492	10.9	1,174,163	13,043	1.1
34	Transportation equipment (except automobiles)	1,238	3,675,307	946,123	25.7	3,304,682	254,453	7.7	3,615,252	13,580	.4
35	Nonferrous metals and their products	441	330,656	70,771	21.4	317,434	34,616	10.9	329,250	2,601	.8
36	Electrical machinery	744	924,334	462,953	50.1	873,031	32,874	3.8	901,329	15,990	1.8
37	Machinery (except electrical)	1,715	1,004,807	229,427	22.8	935,911	29,456	3.1	994,678	9,157	.9
38	Automobiles and automobile equipment	200	234,596	54,727	23.3	193,869	13,479	7.0	234,596	1,518	.6
39	Miscellaneous manufacturing industries	368	269,943	128,040	47.4	261,903	7,810	3.0	269,838	4,136	1.5
	Transportation, communication, and other public utilities	1,893	1,105,114	310,529	28.1	1,046,483	51,636	4.9	1,074,467	19,554	1.8
40	Interstate railroads	171	160,548	15,220	9.5	152,409	10,303	6.8	153,790	931	.6
41	Local railways and bus lines	232	206,483	17,185	8.3	187,838	10,656	5.7	204,415	2,490	1.2
42	Trucking and warehousing for hire	852	153,794	29,835	19.4	151,780	14,392	9.5	153,528	4,288	2.8
43	Other transportation, except water transportation	153	75,460	17,073	22.6	75,460	3,675	4.9	75,460	600	.8
44	Water transportation	70	20,604	939	4.6	19,975	956	4.8	20,604	62	(a)
45	Services allied to transportation, not elsewhere classified	40	35,022	11,305	32.3	35,022	2,895	8.3	35,022	263	.8
46	Communication: Telephone, telegraph, and related services	159	254,220	183,289	72.1	243,043	2,362	1.0	234,681	8,476	3.6
48	Utilities: Electric and gas	216	198,983	35,683	17.9	180,956	6,397	3.5	196,967	2,444	1.2
	Government	681	909,051	373,603	41.1	813,170	109,712	13.5	902,506	9,435	1.0

a/ Percentage not computed: less than 100 workers.

War Manpower Commission
Reports and Analysis Service
(MA4)

Employer report of current employment and employment of women, nonwhites, and part-time workers in BE-270 reporting establishments, by labor market area, May 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Total b/	16,090	14,419,323	4,547,882	31.5	13,532,959	1,008,623	7.5	14,219,947	139,352	1.0
Group I b/	3,941	4,636,042	1,424,885	30.7	4,317,408	394,023	9.1	4,611,239	55,121	1.2
Region I										
111 Biddeford-Sanford, Maine	13	10,812	4,992	46.2	9,741	1	(a)	10,812	271	2.5
133 Hartford, Conn.	60	77,057	26,957	35.0	45,950	1,003	2.2	77,057	1,582	2.1
148 Meriden, Conn.	23	24,274	9,729	40.1	13,027	88	.7	24,274	1,146	4.7
152 New Bedford, Mass.	30	30,372	15,546	51.2	29,532	1,573	5.3	30,372	1,141	3.8
153 New Britain-Bristol, Conn.	35	42,857	16,238	37.9	25,718	499	1.9	42,857	1,457	3.4
157 Newport, R. I.	6	14,888	4,407	29.6	14,888	249	1.7	14,888	451	3.0
167 Portland, Maine	18	31,584	5,928	18.8	6,720	16	.2	31,584	304	1.0
189 Waterbury, Conn.	42	46,590	17,448	37.5	46,590	1,166	2.5	46,590	1,310	2.8
Region II										
212 Buffalo-Niagara Falls, N.Y.	170	215,822	70,132	32.5	201,927	11,994	5.9	215,822	2,459	1.1
Region III										
344 Somerville, N.J.	22	22,696	6,681	29.4	21,001	1,791	8.5	22,696	832	3.7
Region IV										
404 Baltimore, Md.	138	229,773	64,806	28.2	221,790	33,666	15.2	229,773	1,100	.5
420 Elkton, Md.	5	10,923	5,911	54.1	10,923	2,265	20.7	10,923	1	(c)
424 Hampton Roads, Va.	43	111,341	24,380	21.9	106,661	30,586	28.7	111,341	305	.3
429 New Bern, N.C.	3	880	409	46.5	880	99	11.3	880	1	(c)
432 Petersburg, Va.	13	11,395	5,059	44.4	11,395	3,893	34.2	11,395	4	(c)
438 Richmond, Va.	27	31,852	14,730	46.2	31,852	8,438	26.5	31,852	90	(c)
444 Washington, D.C.-Va.-Md.	40	57,176	15,930	27.9	57,126	9,711	17.0	57,176	437	.8
448 Wilmington, N.C.	12	21,433	2,882	13.4	18,671	5,173	27.7	21,433	3	(c)
Region V										
502 Adrian, Mich.	16	7,961	2,778	34.9	5,795	3	.1	7,961	30	(c)
504 Akron-Ravenna, Ohio	67	124,000	40,096	32.3	123,833	5,916	4.8	123,833	1,470	1.2
508 Benton Harbor, Mich.	23	9,870	2,684	27.2	9,870	590	6.0	9,870	54	(c)
514 Cleveland, Ohio	336	295,540	87,923	29.7	286,264	23,465	8.2	295,540	3,134	1.1
520 Detroit, Mich.	473	693,367	200,754	29.0	614,163	64,984	10.6	690,968	3,780	.5
540 Lima, Ohio	18	21,040	6,512	31.0	16,629	684	4.1	21,040	326	1.5
552 Muskegon, Mich.	39	33,755	7,889	23.4	33,755	2,114	6.3	33,755	334	1.0
Region VI										
602 Anderson, Ind.	16	26,851	8,348	31.1	4,417	64	1.4	26,851	57	(c)
605 Aurora-Elgin, Ill.	43	22,138	8,551	38.6	22,138	373	1.7	22,138	775	3.5
615 Chicago, Ill.	703	587,961	219,949	37.4	567,670	56,487	10.0	580,288	13,742	2.4
616 Chicago Heights-Harvey, Ill.	36	23,163	5,628	24.3	23,163	2,811	12.1	23,163	507	2.2
622 DeKalb, Ill.	10	3,958	1,508	38.1	3,958	37	.9	3,958	160	4.0
632 Fort Wayne, Ind.	54	50,544	18,848	37.3	50,544	1,053	2.1	50,544	731	1.4
635 Gary-Hammond-South Chicago, Ind.-Ill.	99	149,992	28,036	18.7	149,992	19,672	13.1	149,992	1,778	1.2
657 Logansport, Ind.	12	5,160	2,633	51.0	5,160	61	1.2	5,160	213	4.1
663 Michigan City-La Porte, Ind.	20	17,826	6,801	38.2	17,826	1,771	9.9	17,826	404	2.3
665 Moline, Ill.-Iowa	44	44,025	11,670	26.5	44,025	899	2.0	44,025	796	1.8
667 Muncie, Ind.	27	21,570	6,051	28.1	18,694	738	3.9	20,892	187	.9
677 Racine, Wis.	33	19,314	5,630	29.1	19,314	212	1.1	19,314	328	1.7
679 Richmond, Ind.	18	10,458	4,063	38.9	10,458	432	4.1	10,458	74	(c)
680 Rockford, Ill.	45	28,064	8,952	31.9	28,064	704	2.5	28,064	368	1.3
682 South Bend, Ind.-Mich.	70	68,679	21,003	30.6	67,128	2,092	3.1	68,679	1,367	2.0
683 Springfield-Decatur, Ill.	44	37,491	12,025	32.1	37,491	933	2.5	37,491	428	1.1
684 Sterling, Ill.	16	9,878	3,444	34.9	9,878	153	1.5	9,878	97	(c)
686 Sturgeon Bay, Wis.	3	6,230	884	14.2	6,230	71	1.1	6,230	29	(c)
692 Waukegan, Ill.	26	18,256	6,913	37.9	18,256	633	3.5	18,256	786	4.3
Region VII										
712 Brunswick, Ga.	8	17,413	3,464	19.9	17,413	3,778	21.7	17,413	0	0
714 Charleston, S.C.	17	40,285	8,577	21.3	40,285	11,250	27.9	40,285	7	(c)
722 Columbus, Ga.-Ala.	24	19,935	8,817	44.2	19,935	4,289	21.5	19,935	51	(c)
738 Knoxville, Tenn.	53	56,213	16,764	29.8	56,213	4,026	7.2	56,213	41	(c)
742 Macon, Ga.	23	24,054	12,750	53.0	24,054	3,283	13.6	24,054	16	(c)
752 Mobile, Ala.	26	59,307	12,861	21.7	59,307	11,552	19.5	59,307	46	(c)
760 Panama City, Fla.	4	17,706	3,587	20.3	17,706	2,795	15.8	17,706	0	0
762 Pascagoula, Miss.	6	12,192	1,839	15.1	12,192	1,439	11.8	12,192	40	(c)
768 Savannah, Ga.	27	30,131	6,705	22.3	30,131	6,694	22.2	30,131	81	(c)
Region VIII										
806 Clinton, Iowa	9	3,781	1,084	28.7	3,781	17	.4	3,781	89	(c)
Region X										
014 Beaumont, Tex.	39	51,279	5,736	11.2	51,279	6,425	12.5	51,279	40	(c)
Region XI										
X08 Cheyenne, Wyo.	7	4,141	1,857	44.8	4,141	40	1.0	4,141	19	(c)
X16 Ogden, Utah	15	23,272	9,926	42.7	23,272	477	2.0	23,272	748	3.2
X27 Tooele, Utah	3	2,676	687	25.7	2,676	31	1.2	2,676	79	(c)
Region XII										
R24 Las Vegas, Nev.	7	5,427	1,104	20.3	5,427	638	11.8	5,427	0	0
R28 Los Angeles, Calif.	442	495,139	158,945	32.1	468,903	23,849	5.1	492,851	6,253	1.3
R36 Portland-Vancouver, Ore.-Wash.	56	138,496	38,784	28.0	129,989	5,073	3.9	126,898	548	.4
R44 San Diego, Calif.	25	69,211	27,527	39.8	69,211	2,799	4.0	69,211	630	.9
R46 San Francisco Bay, Calif.	45	54,501	12,238	22.5	32,736	875	2.7	54,501	222	.4
R50 Santa Ana, Calif.	17	7,263	3,510	48.3	7,263	24	.3	7,263	106	1.5
R54 Seattle-Bremerton, Wash.	66	148,948	39,163	26.3	146,881	4,947	3.4	148,948	1,017	.7
R58 Tacoma, Wash.	26	10,069	2,945	29.2	10,069	198	2.0	10,069	188	1.8
R62 Ventura-Oxnard, Calif.	3	8,678	2,119	24.4	8,678	175	2.0	8,678	55	(c)
Group II b/	4,804	4,770,583	1,509,391	31.6	4,363,382	297,144	6.8	4,647,998	55,903	1.2
Region I										
101 Ansonia, Conn.	21	12,537	3,470	27.7	12,537	684	5.5	12,537	325	2.6
108 Bath, Maine	6	13,533	2,553	18.9	13,533	14	.1	13,533	11	(c)
112 Boston-Quincy-Hingham, Mass.	215	253,978	78,984	31.1	238,298	6,079	2.6	253,978	3,327	1.3
116 Bridgeport, Conn.	72	77,077	27,667	35.9	77,077	4,351	5.6	77,077	847	1.1
122 Claremont-Springfield, N.H.-Vt.	26	13,681	3,536	25.8	13,681	9	.1	13,681	86	(c)
140 Lewiston, Maine	19	11,025	5,411	49.1	11,025	0	0	11,025	143	1.3

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in 88-270 reporting establishments, by labor market area, May 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Group II b/ - continued										
Region I - continued										
154 New Haven, Conn.	58	42,385	15,686	37.0	42,046	1,868	4.4	42,385	708	1.7
155 New London-Groton, Conn.	16	19,023	4,486	23.6	17,215	270	1.6	19,023	367	1.9
160 North Adams, Mass.	16	9,593	4,907	51.2	9,593	57	.6	9,593	408	4.3
162 Norwalk, Conn.	18	6,931	3,010	43.4	6,931	328	4.7	6,931	281	4.1
163 Norwich, Conn.	16	7,864	3,546	45.1	6,432	92	1.4	7,864	101	1.3
168 Portsmouth, N.H.-Maine	20	25,575	5,868	22.9	25,575	71	.3	25,575	103	.4
169 Providence, R.I.-Mass.	246	136,649	53,435	39.1	135,871	1,677	1.2	132,600	2,674	2.0
180 Springfield-Holyoke-Northampton, Mass.	95	85,971	32,667	38.0	83,011	1,388	1.7	85,425	849	1.0
182 Stamford, Conn.	27	19,253	7,046	36.6	19,253	652	3.4	19,253	312	1.6
185 Torrington, Conn.	14	10,497	3,447	32.8	10,497	91	.9	10,497	298	2.8
Region II										
202 Albany-Schenectady-Troy, N.Y.	89	111,918	34,487	30.8	111,918	1,797	1.6	111,918	1,448	1.3
206 Auburn, N.Y.	14	9,228	3,552	38.5	9,228	68	.7	9,228	136	1.5
224 Geneva, N.Y.	20	8,803	2,773	31.5	8,803	98	1.1	8,803	49	(c)
236 Massena, N.Y.	6	7,836	1,496	19.1	7,836	100	1.3	7,836	0	0
252 Rochester, N.Y.	96	77,245	31,216	40.4	72,220	687	1.0	77,245	1,902	2.5
256 Syracuse, N.Y.	72	62,088	20,052	32.3	62,088	687	1.1	62,088	545	.9
Region III										
304 Allentown, Pa.-N.J.	73	69,527	17,106	24.6	68,095	385	.6	38,946	1,386	3.6
311 Bridgeton, N.J.	33	23,657	7,444	31.5	23,334	2,317	9.9	23,334	310	1.3
312 Chambersburg, Pa.	13	12,540	3,787	30.2	12,540	408	3.3	12,540	919	7.3
314 Erie, Pa.	49	37,037	11,026	29.8	37,037	554	1.5	37,037	597	1.6
316 Harrisburg, Pa.	33	52,479	15,559	29.6	52,479	4,363	8.3	52,479	799	1.5
320 Lancaster, Pa.	26	23,267	8,915	38.3	23,267	492	2.1	23,267	1,063	4.6
326 Morristown, N.J.	22	16,363	6,158	37.6	7,300	174	2.4	16,363	352	2.2
330 Newark, N.J.	280	394,327	138,350	35.1	301,921	27,850	9.2	381,175	9,541	2.5
332 Paterson, N.J.	99	118,644	40,656	34.3	115,445	6,021	5.2	118,362	796	.7
334 Perth Amboy, N.J.	61	48,253	14,861	30.8	45,902	3,632	7.9	47,240	874	1.9
336 Philadelphia, Pa.-N.J.	357	529,060	154,710	29.2	450,949	63,469	14.1	510,180	4,357	.9
338 Pittsburgh, Pa.	186	296,284	62,520	21.1	291,237	21,548	7.4	293,942	1,707	.6
340 Reading-Pottstown, Pa.	72	50,698	16,577	32.7	47,814	989	2.1	47,814	430	.9
346 Trenton, N.J.	49	47,367	16,360	34.5	24,319	1,714	7.0	46,428	388	.8
352 Wilmington, Del.	60	50,048	14,194	28.4	50,048	5,964	11.9	50,048	646	1.3
Region IV										
402 Asheville, N.C.	25	17,059	6,846	40.1	17,059	287	1.7	17,059	1	(c)
406 Burlington, N.C.	9	9,091	3,280	36.1	9,091	462	5.1	9,091	0	0
410 Charlotte, N.C.	110	70,877	35,757	50.4	70,877	7,363	10.4	70,877	74	(c)
419 Elizabeth, N.C.	6	2,367	567	24.8	2,367	285	12.0	2,367	0	0
430 Winston-Salem-Greensboro, N.C.	63	45,918	24,840	54.1	45,918	9,599	20.9	45,918	41	(c)
Region V										
506 Battle Creek, Mich.	32	24,678	8,117	32.9	23,107	808	3.5	24,678	183	.7
510 Canton-Massillon-Alliance, Ohio	70	71,677	16,770	26.2	71,677	3,310	4.6	71,677	1,312	1.8
516 Columbus, Ohio	68	72,121	26,119	36.2	72,121	8,752	12.1	72,121	380	.5
518 Dayton-Springfield, Ohio	100	123,424	43,350	35.1	86,692	7,895	9.1	123,424	846	.7
524 Fostoria-Tiffin-Findlay, Ohio	18	9,290	2,921	31.4	9,290	65	.7	9,290	87	(c)
526 Fremont-Port Clinton, Ohio	8	6,043	2,164	35.8	3,240	36	1.1	6,043	65	(c)
532 Jackson, Mich.	34	16,176	5,102	31.5	16,176	344	2.1	16,176	71	(c)
534 Kalamazoo, Mich.	30	16,065	4,643	28.9	16,065	142	.9	16,065	136	.8
536 Lansing, Mich.	30	33,208	5,743	17.3	17,469	199	1.1	33,208	119	.4
542 Lorain-Elyria, Ohio	24	25,896	6,927	26.7	25,896	1,416	5.5	25,896	792	3.1
544 Louisville, Ky.-Ind.	86	88,056	26,584	30.2	88,056	9,378	10.7	88,056	355	.4
546 Mansfield, Ohio	24	18,653	5,779	31.0	18,653	541	2.9	18,653	480	2.6
548 Marion, Ohio	29	12,342	2,840	23.0	12,342	103	.8	12,342	191	1.5
550 Monroe, Mich.	13	6,170	1,541	25.0	6,170	69	1.1	6,170	44	(c)
557 Owosso, Mich.	8	4,485	2,412	54.4	4,485	0	0	4,485	89	(c)
560 Piqua-Sidney-Troy, Ohio	28	15,826	5,749	36.3	15,826	217	1.4	15,826	134	.8
562 Pontiac, Mich.	15	32,191	8,371	26.0	6,281	442	7.0	32,191	54	(c)
564 Port Huron, Mich.	17	11,404	3,454	30.3	11,404	235	2.1	11,404	142	1.2
568 Saginaw-Bay City, Mich.	38	44,322	10,930	24.7	26,567	119	.4	44,322	93	(c)
574 Toledo, Ohio-Mich.	81	78,972	24,852	31.5	71,561	4,364	6.1	78,972	928	1.2
576 Youngstown-Warren-Sharon, Ohio-Pa.	92	112,483	27,805	24.7	102,714	8,433	8.2	108,757	1,160	1.1
Region VI										
608 Beloit-Janesville, Wis.-Ill.	18	16,777	4,994	29.8	16,777	227	1.4	16,777	149	.9
619 Connersville, Ind.	6	5,548	1,610	29.0	5,548	54	1.0	5,548	1	(c)
634 Galesburg, Ill.	8	3,533	1,345	38.1	3,533	57	1.6	3,533	35	(c)
637 Green Bay, Wis.	18	6,079	1,124	18.5	6,079	21	.3	6,079	67	(c)
642 Indianapolis, Ind.	99	107,275	37,568	35.0	71,800	6,598	9.2	76,112	614	.8
645 Joliet, Ill.	31	23,047	6,095	26.4	23,047	975	4.2	23,047	70	(c)
647 Kenosha, Wis.	11	17,093	4,101	24.0	17,093	166	1.0	17,093	43	(c)
649 Kokomo, Ind.	12	9,837	3,203	32.6	5,664	200	3.5	9,837	55	(c)
658 Madison-Marrimac, Wis.	20	16,074	5,185	32.3	16,074	64	.4	16,074	92	(c)
659 Manitowoc, Wis.	15	11,634	2,372	20.4	11,634	8	.1	11,634	21	(c)
661 Marion, Ind.	15	9,971	3,741	37.5	9,971	406	4.1	9,971	126	1.3
664 Milwaukee, Wis.	194	191,352	58,094	30.4	191,352	4,222	2.2	186,694	2,948	1.6
670 New Castle, Ind.	4	4,797	1,016	21.2	4,797	85	1.8	4,797	3	(c)
675 Peoria, Ill.	30	37,971	10,303	27.1	37,971	582	1.5	37,971	534	1.4
676 Quincy, Ill.	13	6,985	2,186	31.3	6,985	147	2.1	6,985	36	(c)
Region VII										
708 Augusta, Ga.-S.C.	17	11,229	4,183	37.3	8,827	2,677	30.3	11,229	7	(c)
709 Biloxi-Gulfport, Miss.	26	8,583	4,037	47.0	8,583	1,470	17.1	8,583	618	7.2
724 Florence, Ala.	5	8,462	1,714	20.3	8,462	1,408	16.6	8,462	0	0
732 Jackson, Miss.	20	5,984	2,090	34.9	5,984	1,684	28.1	5,984	33	(c)
734 Jacksonville, Fla.	62	37,575	10,831	28.8	37,575	6,886	18.3	37,575	331	.9
764 Pensacola, Fla.	9	11,425	2,484	21.7	11,425	1,896	16.6	11,425	0	0
766 Rome, Ga.-Ala.	18	15,265	6,922	45.3	14,293	521	3.6	14,778	14	(c)
776 Tampa, Fla.	65	37,607	9,869	26.2	37,607	3,823	10.2	37,607	316	.8
778 Tuscaloosa, Ala.	8	3,668	836	22.8	3,668	1,219	33.2	3,668	30	(c)
780 Vicksburg, Miss.	3	1,292	407	31.5	1,292	233	18.0	1,292	1	(c)

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in BS-270 reporting establishments, by labor market area, May 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Group II b/ - continued										
Region VIII										
804 Cedar Rapids, Iowa	17	14,646	4,428	30.2	14,646	111	.8	13,998	179	1.3
816 Grand Island, Nebr.	5	3,259	1,311	40.2	3,259	12	.4	3,259	21	(c)
820 Lincoln, Nebr.	13	7,329	3,279	44.7	7,329	60	.8	7,329	266	3.6
825 Newton, Iowa	4	3,676	1,201	32.7	3,676	0	0	3,676	6	(c)
834 Sioux Falls, S.D.	4	4,900	1,848	37.7	4,900	10	.2	4,900	23	(c)
Region IX										
920 Oklahoma City, Okla.	38	50,327	21,214	42.2	50,327	3,295	6.5	50,327	253	.5
924 Pine Bluff, Ark.	5	9,977	4,391	44.0	9,977	4,707	47.2	9,977	0	0
936 Wichita, Kans.	34	54,613	20,150	36.9	54,613	1,352	2.5	54,613	144	.3
Region X										
026 Fort Worth, Tex.	39	44,434	14,113	31.8	44,434	3,345	7.5	44,434	180	.4
028 Galveston, Tex.	15	10,704	1,601	15.0	10,704	2,403	22.4	10,704	0	0
032 Lake Charles, La.	9	3,543	641	18.1	3,543	513	14.5	3,543	1	(c)
042 New Orleans, La.	104	77,859	17,711	22.7	77,859	16,708	21.5	77,859	228	.3
Region XI										
X14 Great Falls, Mont.	4	3,785	968	25.6	3,785	12	.3	3,785	0	0
X18 Pocatello, Idaho	9	2,265	644	28.4	2,265	18	.8	2,265	19	(c)
X20 Provo, Utah	5	3,541	366	10.3	3,541	3	.1	3,541	245	6.9
Region XII										
X04 Bakersfield, Calif.	13	4,237	1,623	38.3	4,001	109	2.7	4,221	40	(c)
X18 Everett, Wash.	6	7,827	1,576	20.1	7,827	16	.2	7,827	8	(c)
X20 Fresno-Madera, Calif.	12	4,373	1,896	43.4	4,188	160	3.8	3,948	48	(c)
X26 Longview-Kelso, Wash.	4	2,430	561	23.1	2,430	0	0	2,430	75	(c)
X34 Phoenix, Ariz.	16	15,419	6,018	39.0	15,419	493	3.2	9,502	22	(c)
X38 Reno, Nev.	4	2,578	891	34.6	2,578	38	1.5	2,578	15	(c)
X42 San Bernardino-Riverside, Calif.	22	26,930	11,066	41.1	26,930	1,217	4.5	26,930	306	1.1
X56 Spokane, Wash.	24	18,287	6,317	34.5	18,105	91	.5	17,733	371	2.1
X58 Stockton, Calif.	15	14,842	4,347	29.3	14,842	1,027	6.9	14,842	372	2.5
Group III b/	2,736	2,032,251	689,279	33.9	1,904,638	136,410	7.2	1,996,631	13,425	.7
Region I										
116 Brockton, Mass.	36	17,606	8,101	46.0	16,764	270	1.6	17,606	268	1.5
123 Concord, N.H.	8	2,282	831	36.4	2,282	0	0	2,282	26	(c)
128 Fall River, Mass.	25	18,608	10,108	54.3	18,608	56	.3	18,608	465	2.5
129 Fitchburg, Mass.	41	20,843	8,418	40.4	20,843	18	.1	20,843	434	2.1
134 Haverhill, Mass.	15	5,329	2,753	51.7	5,329	7	.1	5,329	47	(c)
142 Lowell, Mass.	31	16,846	8,848	52.0	16,846	17	.1	16,846	99	(c)
143 Lynn-Salem, Mass.	35	48,698	17,439	35.8	48,698	237	.5	48,698	309	.6
145 Manchester, N.H.	31	13,896	7,210	51.9	13,896	10	.1	13,896	261	1.9
146 Marlboro-Framingham, Mass.	26	13,015	6,220	47.8	13,015	26	.2	13,015	682	5.2
149 Middletown, Conn.	14	6,580	2,375	36.1	6,580	54	.8	6,580	92	(c)
151 Nashua, N.H.	12	10,101	4,629	45.8	10,101	3	(d)	10,101	198	2.0
166 Pittsfield, Mass.	17	18,597	6,431	34.6	18,597	206	1.1	18,597	169	.9
183 Taunton, Mass.	15	6,326	2,653	41.9	6,326	65	1.0	6,326	150	2.4
198 Worcester, Mass.	72	46,891	14,047	30.0	46,891	192	.4	46,891	296	.6
Region II										
208 Batavia, N.Y.	8	5,847	1,942	33.2	5,847	163	2.8	5,847	137	2.3
210 Binghamton, N.Y.	24	39,677	14,798	37.3	39,677	84	.2	39,677	97	(c)
218 Dunkirk, N.Y.	11	5,714	1,454	25.4	5,714	10	.2	5,714	45	(c)
220 Elmira, N.Y.-Pa.	29	33,303	11,961	35.9	33,303	302	.9	33,303	361	1.1
232 Jamestown, N.Y.	22	10,221	3,373	33.0	10,221	114	1.1	10,221	130	1.3
254 Sidney, N.Y.	8	8,919	4,369	49.0	8,919	25	.3	8,919	44	(c)
258 Utica-Rome, N.Y.	62	57,105	20,151	35.3	57,105	439	.8	57,105	295	.5
Region III										
324 Long Branch, N.J.	19	20,205	9,117	45.1	7,812	399	5.1	18,660	70	(c)
328 New Castle, Pa.	21	16,419	3,272	19.9	16,419	204	1.2	16,419	142	.9
350 Williamsport, Pa.	34	25,053	7,066	28.2	25,053	139	.6	25,053	77	(c)
354 York, Pa.	41	23,583	5,869	24.9	23,583	182	.8	23,583	202	.9
Region IV										
416 Danville, Va.-N.C.	19	21,859	11,509	52.7	21,859	2,768	12.7	21,859	0	0
418 Durham-Raleigh, N.C.	26	19,055	8,581	45.0	19,055	3,002	15.8	18,633	13	(c)
422 Hagerstown, Md.	18	13,893	4,859	35.0	13,893	238	1.7	13,893	0	0
428 Lynchburg, Va.	15	10,139	4,950	48.8	10,139	922	9.1	10,139	25	(c)
440 Roanoke, Va.	12	7,101	2,289	32.2	7,101	381	5.4	7,101	14	(c)
Region V										
512 Cincinnati, Ohio-Ky.	184	138,040	46,903	34.0	138,040	13,079	9.5	138,040	825	.6
522 Flint, Mich.	17	60,671	14,732	24.3	2,483	15	.6	40,100	63	(c)
528 Grand Rapids, Mich.	54	33,438	12,644	37.8	28,861	451	1.6	28,861	225	.8
529 Holland, Mich.	12	4,173	1,518	36.4	4,173	0	0	4,173	77	(c)
530 Hamilton-Middletown, Ohio	34	24,710	6,289	25.5	24,441	878	3.6	24,710	221	.9
531 Ionia-Belding-Greenville, Mich.	5	4,658	2,168	46.5	3,357	4	.1	4,658	0	0
554 Newark, Ohio	9	8,435	2,528	30.0	8,435	55	.7	8,435	49	(c)
570 Sandusky, Ohio	16	6,257	1,924	30.7	6,257	584	9.3	6,257	123	2.0
578 Zanesville, Ohio	16	7,713	2,744	35.6	7,713	150	1.9	7,713	8	(c)
Region VI										
603 Appleton, Wis.	25	13,729	3,772	27.5	13,662	28	.2	13,662	77	(c)
610 Bloomington, Ind.	12	11,556	4,608	39.9	11,556	96	.8	11,556	121	1.0
618 Columbus, Ind.	14	9,113	3,260	35.8	7,049	8	.1	9,113	31	(c)
620 Danville, Ill.-Ind.	23	9,430	2,204	23.4	9,340	326	3.5	9,430	98	(c)
624 Eau Claire, Wis.	8	3,742	1,166	31.2	3,742	1	(d)	3,742	0	0
630 Evansville, Ind.-Ky.	37	55,029	15,456	28.1	53,765	1,864	3.5	54,256	43	(c)
631 Fond du Lac, Wis.	10	4,254	1,799	42.3	4,254	0	0	4,254	11	(c)
633 Freeport, Ill.	10	4,198	1,900	45.3	4,198	77	1.8	4,198	142	3.4
650 La Crosse, Wis.	11	8,823	3,475	39.4	8,823	20	.2	8,823	13	(c)
651 Lafayette, Ind.	12	9,184	2,100	22.9	4,722	7	.1	9,184	36	(c)
672 Oshkosh, Wis.	14	5,195	1,742	33.5	5,195	1	(d)	5,195	64	(c)
681 Sheboygan, Wis.	17	8,962	2,393	26.7	8,962	0	0	8,962	109	1.2
689 Terre Haute, Ind.-Ill.	28	10,280	2,513	24.4	10,280	285	2.8	10,280	61	(c)
694 Wausau, Wis.	15	5,967	1,987	33.3	5,967	6	.1	5,967	57	(c)

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments, by labor market area, May 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Group III b/ - continued										
Region VII										
704 Anniston, Ala.	21	15,042	4,932	32.8	15,042	2,258	15.0	15,042	3	(c)
706 Atlanta, Ga.	103	67,141	25,267	37.6	59,013	7,820	13.3	67,141	99	(c)
710 Birmingham, Ala.	73	49,938	7,993	16.0	49,938	17,808	35.7	49,938	109	.2
716 Chattanooga, Tenn.-Ga.	63	32,577	12,147	37.3	32,577	3,808	11.7	32,577	24	(c)
720 Columbia, S.C.	11	11,145	4,780	42.9	11,145	1,649	14.8	11,145	2	(c)
723 Decatur, Ala.	7	5,415	1,637	30.2	5,415	400	7.4	5,415	0	0
726 Gadsden, Ala.	13	15,719	4,685	29.8	15,719	2,272	14.5	15,719	14	(c)
728 Greenville, S.C.	39	20,709	9,265	44.7	20,709	1,301	6.3	20,709	37	(c)
730 Huntsville, Ala.	5	12,941	5,235	40.5	12,941	2,409	18.6	12,941	1	(c)
736 Kingsport-Bristol, Tenn.-Va.	28	31,219	12,611	40.4	31,219	391	1.3	31,219	18	(c)
740 Lakeland, Fla.	26	4,864	1,447	29.7	4,864	357	7.3	4,864	178	3.7
744 Memphis, Tenn.	59	46,734	15,497	33.2	39,697	11,143	28.1	46,734	16	(c)
748 Miami, Fla.	33	23,887	8,744	36.6	23,887	2,499	10.5	23,887	101	.4
750 Milan, Tenn.	11	13,088	6,226	47.6	13,088	1,101	8.4	13,088	11	(c)
754 Montgomery, Ala.	13	7,663	2,878	37.6	7,663	1,898	24.8	7,663	2	(c)
756 Nashville, Tenn.	47	28,282	12,231	43.2	28,282	2,662	9.4	28,282	75	(c)
758 Orlando, Fla.	16	4,504	1,512	33.6	4,504	666	14.8	4,504	42	(c)
770 Spartanburg, S.C.	35	22,848	10,133	44.3	22,848	1,981	8.7	22,848	82	(c)
772 Talladega, Ala.	7	12,806	4,943	38.6	12,806	1,798	14.0	12,806	27	(c)
Region VIII										
802 Burlington, Iowa-Ill.	7	6,628	2,208	33.3	6,628	68	1.0	6,628	1	(c)
808 Des Moines, Iowa.	24	22,388	9,679	43.2	22,388	929	4.1	22,388	243	1.1
810 Dubuque, Iowa-Ill.-Wis.	10	5,193	2,257	43.5	5,193	2	(d)	5,193	215	4.1
812 Duluth-Superior, Minn.-Wis.	28	22,600	3,057	13.5	22,600	65	.3	22,600	225	1.0
822 Mason City, Iowa.	4	2,194	392	17.9	2,194	30	1.4	2,194	24	(c)
826 Omaha-Council Bluffs, Nebr.-Iowa.	37	38,647	13,655	35.3	37,733	2,421	6.4	38,647	815	2.1
830 Rochester, Minn.	3	625	193	30.9	625	0	0	625	0	0
832 Sioux City, Iowa-Nebr.	12	8,719	2,910	33.4	8,719	212	2.4	8,719	558	6.4
836 Waterloo, Iowa.	11	13,882	3,936	28.4	13,882	347	2.5	13,882	78	(c)
Region IX										
912 Kansas City, Mo.-Kans.	98	110,870	39,934	36.0	108,932	10,999	10.1	108,802	960	.9
916 McAlester, Okla.	3	5,235	1,643	31.4	5,235	356	6.8	5,235	0	0
934 Tulsa, Okla.	49	30,732	8,496	27.6	16,428	464	2.8	30,732	20	(c)
Region X										
008 Amarillo, Tex.	5	5,635	2,456	43.6	5,635	157	2.8	5,635	6	(c)
012 Baton Rouge, La.	15	14,163	1,392	9.8	14,163	3,257	23.0	14,163	0	0
018 Brownsville, Tex.	4	2,345	505	21.5	2,345	2	.1	2,345	2	(c)
020 Corpus Christi, Tex.	6	9,367	2,653	28.3	9,367	654	7.0	9,367	1	(c)
022 Dallas, Tex.	97	74,432	26,237	35.2	72,833	5,899	8.1	74,432	95	(c)
024 El Paso, Tex.	19	8,033	3,547	44.2	4,688	51	1.1	8,033	37	(c)
030 Houston, Tex.	97	77,085	11,511	14.9	77,085	7,613	9.9	77,085	381	.5
050 Shreveport, La.	30	21,251	5,764	27.1	21,251	3,932	18.5	21,251	87	(c)
052 Texarkana, Tex.-Ark.	12	15,284	5,626	36.8	15,284	3,404	22.4	15,284	30	(c)
056 Waco, Tex.	20	10,143	4,244	41.8	10,143	1,164	11.5	10,143	2	(c)
Region XI										
X02 Billings, Mont.	3	485	34	7.0	485	0	0	485	0	0
X04 Boise, Idaho	14	4,872	2,292	47.0	4,609	21	.5	4,609	188	4.1
X10 Colorado Springs, Colo.	13	5,061	1,987	39.3	5,061	101	2.0	5,061	55	(c)
X12 Denver, Colo.	106	45,004	16,282	36.2	44,181	913	2.1	39,670	445	1.1
X22 Pueblo, Colo.	13	9,599	1,522	15.9	9,599	253	2.6	9,599	92	(c)
X26 Salt Lake City, Utah.	41	11,812	3,735	31.6	11,812	230	1.9	11,812	327	2.8
Region XII										
X31 Monterey Bay, Calif.	4	1,739	846	48.6	1,739	9	.5	1,739	14	(c)
X52 Santa Barbara, Calif.	3	1,093	526	48.1	1,093	26	2.4	1,093	8	(c)
X60 Tucson, Ariz.	4	6,125	2,190	35.8	2,360	86	3.6	6,125	1	(c)
Group IV	1,443	1,344,232	388,411	28.9	1,329,338	75,244	5.7	1,342,995	5,394	.4
Region I										
139 Lawrence, Mass.	28	30,430	14,607	48.0	30,430	62	.2	30,430	629	2.1
Region II										
244 New York, N.Y.	399	591,122	175,966	29.8	591,122	34,799	5.9	591,122	1,734	.3
Region III										
306 Altoona, Pa.	20	26,454	5,559	21.0	26,454	90	.3	26,454	11	(c)
308 Atlantic City, N.J.	10	5,556	2,452	44.1	4,883	548	11.2	4,883	14	(c)
318 Johnstown, Pa.	31	32,640	1,247	3.8	32,640	605	1.9	32,640	20	(c)
342 Scranton, Pa.	122	83,015	19,632	23.6	82,451	81	.1	82,451	78	(c)
Region IV										
408 Charleston, W. Va.	36	35,254	3,614	10.3	35,254	2,701	7.7	35,254	0	0
412 Clarksburg-Fairmont-Morgantown, W. Va.	53	25,734	3,502	13.6	25,734	1,218	4.7	25,734	0	0
414 Cumberland, Md.-W. Va.	10	17,392	4,998	28.7	17,392	119	.7	17,392	0	0
426 Huntington, W. Va.-Ohio-Ky.	22	12,008	5,170	43.1	12,008	332	2.8	12,008	12	(c)
430 Parkersburg, W. Va.-Ohio.	18	9,654	2,309	23.9	9,654	22	.2	9,654	4	(c)
442 Rocky Mount-Wilson, N.C.	6	947	555	58.6	947	68	7.2	947	3	(c)
446 Wheeling, W. Va.-Ohio.	47	25,755	5,112	19.8	25,755	1,000	3.9	25,755	4	(c)
Region V										
538 Lexington, Ky.	9	8,462	2,944	34.8	8,462	781	9.2	8,462	0	0
572 Steubenville, Ohio-W. Va.	27	24,840	3,076	12.4	24,840	1,300	5.2	24,840	9	(c)
Region VIII										
824 Minneapolis-St. Paul, Minn.	138	109,634	35,789	32.6	98,994	1,379	1.4	109,634	827	.8
828 Ottumwa, Iowa.	6	5,350	1,202	22.5	5,350	48	.9	5,350	29	(c)
837 Winona, Minn.	10	1,941	648	33.4	1,941	0	0	1,941	6	(c)
Region IX										
904 Enid, Okla.	10	1,905	434	22.8	1,905	8	.4	1,905	4	(c)
906 Fort Smith, Ark.-Okla.	7	3,509	958	27.3	3,509	116	3.3	3,509	13	(c)
908 Hutchinson, Kans.	6	1,186	227	19.1	1,186	50	4.2	1,186	2	(c)
910 Joplin, Mo.-Kans.-Okla.	26	8,571	3,473	40.5	8,571	45	.5	8,571	163	1.9
914 Little Rock, Ark.	14	15,522	9,343	60.2	15,522	2,363	15.2	15,522	58	(c)
918 Muskogee, Okla.	6	1,858	650	35.0	1,858	129	6.9	1,858	0	0
926 St. Joseph, Mo.	17	7,437	2,492	33.5	7,437	556	7.5	7,437	309	4.2
928 St. Louis, Mo.-Ill.	308	235,119	73,860	31.4	232,102	25,586	11.0	235,119	1,330	.6

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in WR-270 reporting establishments, by labor market area, May 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Group IV - continued										
Region IX - continued										
930 Springfield, Mo.	9	2,778	1,270	45.7	2,778	27	1.0	2,778	0	0
932 Topeka, Kans.	11	6,871	2,955	43.0	6,871	686	10.0	6,871	70	(c)
Region X										
004 Albuquerque, N.Mex.	9	2,868	1,206	42.1	2,868	31	1.1	2,868	35	(c)
010 Austin, Tex.	6	2,912	682	23.4	2,912	193	6.6	2,912	3	(c)
048 San Antonio, Tex.	22	7,508	2,479	33.0	7,508	301	4.0	7,508	27	(c)
Unclassified	3,166	1,636,215	535,916	32.8	1,618,193	105,802	6.5	1,621,084	9,509	.6
Region I	271	147,345	58,691	39.8	141,013	347	.2	144,609	2,450	1.7
Region II	168	85,267	30,194	35.4	85,267	1,088	1.3	85,267	1,032	1.2
Region III	337	249,971	51,312	20.5	249,038	5,291	2.1	249,321	715	.3
Region IV	481	257,730	77,655	30.1	257,730	32,145	12.5	253,789	164	.1
Region V	355	162,062	42,585	26.3	159,803	6,228	3.9	161,685	1,004	.6
Region VI	202	115,303	35,587	30.8	111,975	776	.7	111,699	729	.7
Region VII	632	318,664	139,443	43.8	321,005	41,046	12.8	318,664	664	.2
Region VIII	61	33,732	11,953	34.2	33,732	245	.7	33,732	478	1.4
Region IX	227	111,895	46,429	41.5	111,168	5,418	4.9	111,168	1,012	.9
Region X	219	99,925	30,856	30.9	94,856	11,602	12.2	94,433	245	.2
Region XI	130	28,064	5,490	19.4	27,307	260	1.0	27,307	65	.2
Region XII	63	26,157	6,161	23.6	25,299	1,356	5.4	25,410	951	3.7

a/ Labor market areas are classified according to adequacy of labor supply to meet demands over the next six months as follows:
Group I - Areas of current acute labor shortage.
Group II - Areas of labor stringency and those anticipating a labor shortage within six months.
Group III - Areas in which a slight surplus will remain after six months.
Group IV - Areas in which a substantial labor surplus will remain after six months.

b/ Data for labor market areas reporting fewer than 3 firms are not shown; hence the totals do not equal the sum of the individual items.

c/ Percentage not computed: Less than 100 workers.

d/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(WMS)

Turnover rates for establishments reporting turnover data on ES-270, by major industry group, April 1944

Major industry group		All employees						Women				
Code	Title	Number of establishments	Employment May 1, 1944	Turnover rates				Number of establishments	Employment May 1, 1944	Turnover rates		
				Separations			Accessions			Separations		Accessions
				Total	Quits	Other				Total	Quits	
	Total	16,034	14,387,095	6.5	4.3	2.2	5.7	15,971	4,450,394	7.6	5.9	7.5
	Mining (coal)	710	357,463	3.6	2.5	1.1	2.6	708	5,103	2.6	2.2	3.4
11	Anthracite mining	60	66,405	1.9	1.4	.5	1.2	60	451	.2	0	.7
12	Bituminous and other soft-coal mining	650	291,058	4.0	2.8	1.2	2.9	648	4,652	2.8	2.4	3.7
	Manufacturing	12,782	12,032,021	6.7	4.5	2.2	5.8	12,730	3,782,123	7.9	6.1	7.6
19	Ordnance and accessories	900	1,229,089	7.2	4.4	2.8	6.1	891	414,287	8.6	6.0	8.1
20	Food and kindred products	951	447,172	11.1	8.2	2.9	10.0	947	152,332	13.1	10.1	12.8
21	Tobacco manufactures	47	50,268	5.9	5.1	.8	4.2	47	32,004	5.6	5.2	4.5
22	Textile-mill products	1,427	886,874	6.9	5.4	1.5	5.6	1,425	439,581	7.2	6.1	6.3
23	Apparel and other finished products made from fabrics and similar materials	756	278,792	7.8	6.6	1.2	7.1	755	223,368	8.0	7.0	7.4
25	Furniture and finished lumber products (except cooperage)	272	80,620	10.9	8.4	2.5	8.4	271	23,134	12.8	10.6	13.6
26	Paper and allied products	405	228,232	6.8	5.3	1.5	6.3	405	66,772	8.3	7.2	8.6
28	Chemicals and allied products	537	411,258	6.0	3.9	2.1	5.4	534	111,070	6.7	5.1	7.7
29	Products of petroleum and coal	205	141,662	3.6	2.4	1.2	4.4	205	17,418	5.1	4.5	7.6
30	Rubber products	146	222,213	7.0	5.7	1.3	6.2	146	84,507	8.7	7.6	7.6
31	Leather and leather products	417	193,761	6.2	5.1	1.1	5.7	413	99,067	7.1	6.2	6.8
32	Stone, clay, and glass products	389	212,596	7.0	4.8	2.2	5.9	388	67,631	7.8	6.3	7.5
33	Iron and steel and their products	1,628	1,213,325	5.4	3.7	1.7	4.5	1,623	205,302	8.2	6.5	8.7
34	Transportation equipment (except automobiles)	1,234	3,671,823	6.9	4.3	2.6	5.9	1,219	905,937	7.9	5.9	7.5
35	Nonferrous metals and their products	441	330,656	7.8	5.2	2.6	5.8	440	70,661	8.2	6.4	8.0
36	Electrical machinery	744	924,334	5.9	4.0	1.9	5.4	742	461,566	7.1	5.3	6.6
37	Machinery (except electrical)	1,715	1,004,807	5.5	3.6	1.9	4.6	1,713	228,704	7.3	5.4	7.1
38	Automobiles and automobile equipment	200	234,596	6.0	3.9	2.1	5.9	198	50,742	7.5	5.4	8.9
39	Miscellaneous manufacturing industries	368	269,943	6.0	4.0	2.0	4.8	368	128,040	6.9	5.3	5.9
	Transportation, communication, and other public utilities	1,863	1,088,794	4.4	3.0	1.4	4.3	1,864	308,171	4.6	3.5	4.9
40	Interstate railroads	152	147,579	3.4	2.5	.9	4.1	151	13,769	4.7	4.5	6.6
41	Local railways and bus lines	229	205,680	3.1	2.0	1.1	2.9	229	16,618	5.2	4.0	7.2
42	Trucking and warehousing for hire	850	153,616	9.9	7.2	2.7	10.6	851	29,831	6.7	5.2	10.5
43	Other transportation, except water transportation	152	75,200	4.9	2.6	2.3	4.9	153	17,073	5.3	4.1	5.8
44	Water transportation	69	20,547	9.7	8.3	1.4	11.8	69	933	4.7	3.8	10.8
45	Services allied to transportation, not elsewhere classified	40	35,022	10.4	6.0	4.4	7.8	40	11,305	12.3	8.0	8.4
46	Communication: Telephone, telegraph, and related services	159	254,220	3.2	2.3	.9	2.9	159	183,289	4.0	3.1	3.7
48	Utilities: Electric and gas	212	196,930	1.9	1.1	.8	1.5	212	35,353	2.6	2.2	2.7
	Government	679	908,817	6.9	4.5	2.4	7.7	669	354,997	7.1	5.6	8.8

a/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(MA6)

Turnover rates for establishments reporting turnover data on BE-270, by labor market area, April 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment May 1, 1944	Turnover rates					Number of establishments	Employment May 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Total b/	16,034	14,387,095	6.5	4.3	0.6	1.6	5.7	15,971	4,450,394	7.6	5.9	7.5
Group I b/	3,930	4,629,151	6.8	4.7	.5	1.6	5.8	3,910	1,386,103	8.0	6.3	7.2
Region I												
111 Biddeford-Sanford, Maine	13	10,812	4.8	4.2	.1	.5	3.9	13	4,992	5.2	4.8	4.8
133 Hartford, Conn.	60	77,057	4.1	2.6	.3	1.2	2.1	60	26,957	5.0	3.8	2.9
148 Meriden, Conn.	23	24,274	3.9	2.5	.2	1.2	2.2	23	9,729	4.5	2.8	2.9
152 New Bedford, Mass.	30	30,372	5.6	3.8	.3	1.5	3.6	30	15,546	6.7	4.5	4.2
153 New Britain-Bristol, Conn.	35	42,857	3.8	2.7	.2	.9	2.7	35	16,238	4.6	3.8	3.5
157 Newport, R.I.	6	14,888	3.0	1.8	.1	1.1	2.9	6	4,407	4.3	3.6	5.1
167 Portland, Maine	18	31,584	5.3	4.1	(c)	1.2	4.1	18	5,928	6.8	6.4	7.9
189 Waterbury, Conn.	42	46,590	4.0	3.1	.1	.8	3.0	42	17,448	4.5	4.0	3.8
Region II												
212 Buffalo-Niagara Falls, N.Y.	169	214,908	5.1	3.2	.7	1.2	3.6	169	69,951	7.3	4.8	4.9
Region III												
344 Somerville, N.J.	22	22,696	5.2	3.9	.1	1.2	4.3	22	6,681	6.2	5.3	5.5
Region IV												
404 Baltimore, Md.	138	229,773	7.2	5.1	.4	1.7	4.7	137	50,756	9.8	7.4	7.7
420 Elkton, Md.	5	10,923	14.8	4.7	4.3	5.8	10.2	5	5,911	15.9	5.0	9.6
424 Hampton Roads, Va.	43	111,341	6.9	3.8	(c)	3.1	5.5	43	24,380	9.0	6.8	8.8
429 New Bern, N.C.	3	880	11.4	4.3	5.7	1.4	6.3	3	409	8.1	7.3	7.8
432 Petersburg, Va.	13	11,395	5.5	4.1	.3	1.1	4.2	13	5,059	6.8	5.6	5.8
438 Richmond, Va.	27	31,852	6.8	5.0	(c)	1.8	7.4	27	14,730	7.0	5.9	7.2
444 Washington, D.C.-Va.-Md.	40	57,176	4.1	2.5	(c)	1.6	5.1	40	15,930	5.9	4.4	6.2
448 Wilmington, N.C.	12	21,433	7.9	3.5	.2	4.2	7.8	12	2,882	7.1	6.1	9.9
Region V												
502 Adrian, Mich.	16	7,961	7.9	5.4	1.3	1.2	5.3	16	2,778	7.7	6.4	5.8
504 Akron-Ravenna, Ohio	67	124,000	4.9	4.1	(c)	.8	3.6	67	40,096	6.3	5.9	4.4
508 Benton Harbor, Mich.	23	9,870	7.3	6.1	.3	.9	6.6	23	2,684	8.2	6.9	10.8
514 Cleveland, Ohio	336	295,540	5.4	4.1	.1	1.2	5.0	336	87,923	6.6	5.6	6.5
520 Detroit, Mich.	467	688,137	5.9	3.9	.6	1.4	4.7	456	184,181	6.6	4.9	5.9
540 Lima, Ohio	18	21,040	7.0	4.9	.4	1.7	5.7	18	6,512	7.8	6.2	6.8
552 Muskegon, Mich.	39	33,755	8.5	5.5	1.2	1.8	5.6	39	7,889	9.5	6.5	7.1
Region VI												
602 Anderson, Ind.	16	26,851	5.4	3.5	.3	1.6	5.6	16	8,348	6.3	4.5	8.3
605 Aurora-Elgin, Ill.	43	22,138	5.9	4.3	.5	1.1	4.8	43	8,551	6.6	5.4	6.5
615 Chicago, Ill.	703	587,961	7.0	4.8	.8	1.4	5.9	702	218,718	8.4	6.2	7.4
616 Chicago Heights-Harvey, Ill.	36	23,163	5.8	4.1	.4	1.3	4.4	36	5,628	7.8	5.9	6.9
622 DeKalb, Ill.	10	3,958	7.4	5.0	1.3	1.1	5.2	10	1,508	8.1	6.8	8.4
632 Fort Wayne, Ind.	54	50,544	4.9	4.1	(c)	.8	5.3	54	18,848	6.3	5.9	7.5
635 Gary-Hammond-South Chicago, Ind.-Ill.	99	149,992	4.6	3.1	.5	1.0	3.9	97	27,194	7.1	5.6	7.3
657 Logansport, Ind.	12	5,160	6.6	5.6	(c)	1.0	9.6	12	2,633	8.3	7.7	12.1
661 Michigan City-La Porte, Ind.	20	17,826	7.4	6.0	.3	1.1	8.4	20	6,801	7.6	6.7	11.7
665 Moline, Ill.-Iowa	44	44,025	5.6	3.8	.3	1.5	4.4	44	11,670	6.6	5.6	8.0
667 Muncie, Ind.	27	21,570	9.2	6.1	1.1	2.0	8.5	27	6,051	13.7	9.4	13.8
677 Racine, Wis.	33	19,314	5.0	3.8	.5	.7	4.8	33	5,630	6.5	4.7	7.1
679 Richmond, Ind.	18	10,458	13.2	8.6	2.7	1.9	7.2	18	4,063	16.9	11.4	8.3
680 Rockford, Ill.	45	28,064	6.2	4.1	.5	1.6	4.6	45	8,952	8.6	6.8	7.3
682 South Bend, Ind.-Mich.	70	68,679	5.3	3.6	.3	1.4	4.8	68	20,580	6.5	4.9	6.2
683 Springfield-Decatur, Ill.	44	37,491	7.7	5.5	.4	1.8	5.4	44	12,025	9.4	8.0	7.0
684 Sterling, Ill.	16	9,878	8.1	6.4	(c)	1.7	5.6	16	3,444	10.4	9.5	6.6
686 Sturgeon Bay, Wis.	3	6,230	9.1	7.4	(c)	1.7	5.1	3	884	5.4	4.5	11.8
692 Waukegan, Ill.	25	17,856	6.5	5.1	.1	1.3	5.6	25	6,653	7.8	6.9	7.3
Region VII												
712 Brunswick, Ga.	8	17,413	14.7	4.9	.2	9.6	12.4	8	3,464	17.5	6.3	18.2
714 Charleston, S.C.	17	40,285	7.1	4.1	.3	2.7	8.1	17	8,577	8.4	4.9	8.9
722 Columbus, Ga.-Ala.	24	19,935	11.3	8.3	.1	2.9	10.2	24	8,817	13.9	11.8	12.1
738 Knoxville, Tenn.	53	56,213	8.4	5.9	1.0	1.5	6.9	52	13,948	8.2	7.7	8.8
742 Macon, Ga.	21	23,769	7.1	5.2	.1	1.8	7.3	21	12,716	8.2	6.7	7.1
752 Mobile, Ala.	26	59,307	8.1	4.6	.1	3.4	6.7	26	12,861	9.4	6.8	8.1
760 Panama City, Fla.	4	17,706	11.5	5.0	.3	6.2	13.0	4	3,587	11.5	5.4	17.4
762 Pascagoula, Miss.	6	12,192	13.2	11.5	(c)	1.7	14.0	6	1,839	11.2	9.5	12.1
768 Savannah, Ga.	27	30,131	10.5	7.3	.3	2.9	9.1	27	6,705	11.5	10.1	11.9
Region VIII												
806 Clinton, Iowa	9	3,781	4.7	3.8	.1	.8	3.7	9	1,084	6.8	6.4	8.0
Region X												
014 Beaumont, Tex.	39	51,279	8.6	5.5	.3	2.8	26.7	37	5,716	9.4	8.5	9.8
Region XI												
108 Cheyenne, Wyo.	7	4,141	6.9	5.1	0	1.8	8.4	7	1,857	6.8	6.0	8.6
116 Ogden, Utah	15	23,272	7.2	5.7	0	1.5	8.8	15	9,926	7.0	6.0	10.4
127 Tooele, Utah	3	2,676	8.9	5.9	0	3.0	10.8	3	667	6.6	5.4	18.6
Region XII												
824 Las Vegas, Nev.	7	5,427	16.3	12.9	1.0	2.4	7.4	7	1,104	9.3	8.3	11.4
826 Los Angeles, Calif.	442	495,139	8.4	5.8	.4	2.2	6.7	441	156,591	9.0	7.5	8.0
836 Portland-Vancouver, Ore.-Wash.	55	138,434	11.8	8.3	1.2	2.3	10.1	56	38,784	11.7	9.6	11.2
844 San Diego, Calif.	25	69,211	7.3	5.2	.1	2.0	5.5	25	27,527	9.3	8.1	7.5
846 San Francisco Bay, Calif.	45	54,501	10.9	7.3	.8	2.8	9.4	45	12,238	11.4	9.5	10.4
850 Santa Ana, Calif.	17	7,263	10.3	8.4	.6	1.3	10.1	17	3,510	12.8	11.9	12.7
854 Seattle-Bremerton, Wash.	66	148,948	8.1	5.6	.5	2.0	6.6	66	39,163	9.7	8.2	9.6
859 Tacoma, Wash.	26	10,969	8.7	6.3	.6	1.8	8.4	26	2,945	8.3	6.3	8.9
862 Ventura-Oxnard, Calif.	3	8,678	9.3	7.3	.1	1.9	12.6	3	2,119	12.2	9.4	18.2
Group II b/	4,788	4,759,467	5.8	3.9	.5	1.5	5.1	4,772	1,478,770	7.1	5.4	7.0
Region I												
101 Ansonia, Conn.	21	12,537	3.2	2.1	.5	.6	2.9	21	3,470	4.7	3.7	4.5
108 Bath, Maine	6	13,533	4.7	2.4	.4	1.9	3.4	6	2,553	5.4	3.6	5.6
112 Boston-Quincy-Hingham, Mass.	214	252,478	5.0	3.4	.4	1.2	4.1	213	77,014	6.1	5.0	5.5
114 Bridgeport, Conn.	72	77,077	6.6	3.5	1.7	1.3	3.8	72	27,667	6.6	4.5	5.5
122 Claremont-Springfield, N.H.-Vt.	26	13,681	5.0	3.4	.3	1.3	3.3	26	3,536	6.2	4.9	6.0
140 Lewiston, Maine	18	10,451	7.6	6.4	.4	.8	5.8	17	4,154	8.1	7.6	6.9
154 New Haven, Conn.	58	42,385	6.0	3.9	1.0	1.1	4.2	58	15,686	7.3	5.4	5.1
155 New London-Groton, Conn.	16	19,023	5.1	3.2	0	1.9	5.7	16	4,486	6.4	5.8	10.0

See footnotes at end of table.

Turnover rates for establishments reporting turnover data on BS-270, by labor market area, April 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment May 1, 1944	Turnover rates					Number of establishments	Employment May 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Group II b/ - continued												
Region I - continued												
160 North Adams, Mass.	16	9,593	5.2	4.7	.1	.4	4.4	16	4,907	5.4	5.2	4.9
162 Norwalk, Conn.	18	6,931	5.7	4.7	.1	.9	6.2	18	3,010	5.5	5.1	6.3
163 Norwich, Conn.	16	7,864	5.6	4.6	.3	.7	2.7	16	3,546	7.1	6.1	3.6
168 Portsmouth, N.H.-Maine	20	25,575	3.1	2.4	(c)	.7	3.1	20	5,869	4.9	4.4	7.1
169 Providence, R.I.-Mass.	246	136,649	6.3	4.1	.9	1.3	4.6	246	53,435	7.7	5.8	6.0
180 Springfield-Holyoke-Northampton, Mass.	95	85,971	4.9	3.4	.4	1.1	3.4	95	32,667	5.6	4.4	4.4
182 Stamford, Conn.	27	19,253	3.6	2.4	.1	1.1	4.5	27	7,046	3.8	3.1	5.5
185 Torrington, Conn.	14	10,497	3.5	2.8	(c)	.7	2.0	14	3,447	4.6	4.3	3.3
Region II												
202 Albany-Schenectady-Troy, N.Y.	89	111,918	4.6	2.3	.8	1.5	3.2	88	34,459	6.4	3.0	4.4
206 Auburn, N.Y.	14	9,228	5.3	3.0	.2	2.1	5.2	14	3,552	6.0	4.1	6.9
224 Geneva, N.Y.	20	8,803	6.8	5.2	.2	1.4	5.4	20	2,773	6.9	5.7	6.3
236 Massena, N.Y.	6	7,836	7.7	4.7	.9	2.1	4.8	6	1,496	9.6	6.0	9.5
252 Rochester, N.Y.	96	77,245	5.6	3.9	.7	1.0	3.9	96	31,216	5.7	4.7	5.0
256 Syracuse, N.Y.	72	62,088	5.9	4.4	.5	1.0	4.8	72	20,052	6.7	5.7	7.0
Region III												
304 Allentown, Pa.-N.J.	73	69,527	3.7	2.6	.2	.9	2.5	73	17,106	5.2	4.2	4.4
311 Bridgeton, N.J.	33	23,657	5.1	4.0	.2	.9	5.7	33	7,444	7.3	6.0	8.7
312 Chambersburg, Pa.	13	12,540	5.9	3.6	(c)	2.3	3.3	13	3,787	7.9	6.2	5.8
314 Erie, Pa.	49	37,037	5.5	3.7	.9	.9	4.0	48	11,022	7.3	4.8	6.2
316 Harrisburg, Pa.	33	52,479	5.3	3.2	(c)	2.1	4.9	33	15,559	5.5	4.3	6.7
320 Lancaster, Pa.	26	23,267	5.3	3.6	.2	1.5	3.7	26	8,915	6.8	5.2	5.2
326 Morristown, N.J.	22	16,363	5.4	3.6	1.0	.8	3.4	21	2,558	9.3	5.5	3.9
330 Newark, N.J.	280	394,327	5.1	3.4	.6	1.1	4.6	277	124,436	6.2	4.3	5.0
332 Paterson, N.J.	99	118,644	3.9	2.3	.4	1.2	3.6	98	38,370	5.3	3.6	5.1
334 Perth Amboy, N.J.	61	48,253	5.3	2.6	.7	2.0	3.9	61	14,861	6.9	4.0	5.1
336 Philadelphia, Pa.-N.J.	353	528,609	5.1	3.2	.4	1.5	4.5	353	154,530	6.3	4.7	6.4
338 Pittsburgh, Pa.	180	290,868	3.9	2.3	.4	1.2	3.9	179	58,970	5.9	4.1	7.6
340 Reading-Pottstown, Pa.	72	50,698	6.4	3.2	2.1	1.1	3.5	72	16,577	9.4	4.9	5.1
346 Trenton, N.J.	49	47,367	5.3	3.1	.4	1.8	4.5	49	16,360	6.8	3.9	7.2
352 Wilmington, Del.	60	50,048	4.9	3.2	.2	1.5	5.0	60	14,194	6.3	4.4	7.6
Region IV												
402 Asheville, N.C.	25	17,059	5.1	3.7	.1	1.3	5.6	25	6,846	5.8	4.9	6.6
406 Burlington, N.C.	9	9,091	6.0	4.7	.5	.8	5.2	9	3,280	6.5	6.2	5.9
410 Charlotte, N.C.	110	70,877	7.4	5.4	.1	1.9	6.9	110	35,757	6.8	5.6	6.5
419 Elizabeth, N.C.	6	2,367	9.6	5.6	1.5	2.5	8.4	6	587	10.2	8.5	6.6
450 Winston-Salem-Greensboro, N.C.	63	45,918	6.2	4.9	(c)	1.3	6.2	63	24,840	5.4	4.6	6.5
Region V												
506 Battle Creek, Mich.	32	24,678	7.9	6.0	.3	1.6	7.2	32	8,117	10.1	8.8	12.4
510 Canton-Massillon-Alliance, Ohio	70	71,677	5.2	3.6	.3	1.3	4.8	70	18,770	7.1	5.9	7.9
516 Columbus, Ohio	68	72,121	7.7	5.7	.1	1.9	6.8	68	26,119	8.4	7.2	8.5
518 Dayton-Springfield, Ohio	100	123,424	5.8	4.0	.1	1.7	5.3	100	43,350	6.1	5.0	7.3
524 Fostoria-Tiffin-Findlay, Ohio	18	9,290	5.3	4.3	.1	.9	4.7	18	2,921	7.4	6.9	8.0
526 Fremont-Port Clinton, Ohio	8	6,043	11.3	4.4	5.8	1.1	3.7	8	2,164	24.2	7.1	4.3
532 Jackson, Mich.	34	16,176	5.2	3.9	.1	1.2	5.5	34	5,102	5.0	4.5	10.1
534 Kalamazoo, Mich.	29	15,705	8.5	4.9	2.2	1.4	4.7	29	4,578	9.3	6.8	5.9
536 Lansing, Mich.	30	33,208	6.5	5.1	.2	1.2	6.5	30	5,743	6.4	4.8	11.7
542 Lorraine-Elyria, Ohio	24	25,896	5.2	4.3	(c)	.9	4.5	24	6,927	7.1	6.5	7.5
544 Louisville, Ky.-Ind.	83	85,241	8.1	5.9	.1	2.1	6.9	83	25,794	10.8	9.2	12.7
546 Mansfield, Ohio	24	18,653	6.5	5.2	.2	1.1	7.2	24	5,779	7.6	7.2	10.9
548 Marion, Ohio	29	12,342	7.7	5.3	.8	1.6	6.9	29	2,840	11.5	7.0	10.2
550 Monroe, Mich.	13	6,170	5.9	4.0	.5	1.4	4.4	13	1,544	6.1	4.8	4.9
557 Owosso, Mich.	8	4,485	8.1	6.5	0	1.6	7.1	8	2,442	9.0	7.7	6.5
560 Piqua-Sidney-Troy, Ohio	28	15,826	7.9	5.0	1.2	1.7	4.2	28	5,749	9.4	6.9	5.3
562 Pontiac, Mich.	15	32,191	6.7	5.3	.1	1.3	7.2	15	8,371	8.2	7.6	11.7
564 Port Huron, Mich.	17	11,404	7.5	5.2	.1	2.2	6.9	17	3,454	6.2	5.4	10.0
568 Saginaw-Bay City-Midland, Mich.	38	44,322	6.8	4.3	1.4	1.1	3.5	38	10,930	9.9	4.6	5.1
574 Toledo, Ohio-Mich.	81	78,972	5.1	3.3	.6	1.2	5.2	81	24,852	6.0	4.5	7.9
576 Youngstown-Warren-Sharon, Ohio-Pa.	92	112,483	4.1	2.8	.2	1.1	3.9	92	27,805	5.6	4.7	6.7
Region VI												
608 Beloit-Janesville, Wis.-Ill.	19	16,777	4.6	3.2	.3	1.1	3.8	19	4,994	5.3	4.1	5.4
619 Connersville, Ind.	6	5,548	9.8	7.6	.5	1.7	9.0	6	1,610	13.7	11.9	12.8
634 Galesburg, Ill.	8	3,533	6.5	4.8	0	1.7	7.9	8	1,345	6.8	5.9	12.0
637 Green Bay, Wis.	18	6,079	3.7	2.9	0	.8	4.1	18	1,124	4.0	3.9	2.8
642 Indianapolis, Ind.	99	107,275	7.9	5.7	.5	1.7	6.8	97	36,511	8.6	7.2	8.0
645 Joliet, Ill.	31	23,047	6.5	4.5	1.1	.9	4.5	31	6,095	9.3	6.6	8.1
647 Kenosha, Wis.	11	17,093	4.6	2.8	.9	.9	3.5	11	4,101	6.3	4.3	7.4
649 Kokomo, Ind.	12	9,837	5.8	4.1	.5	1.2	6.2	12	3,203	7.5	5.4	8.5
658 Madison-Marrimac, Wis.	20	16,074	8.3	5.7	1.1	1.5	4.9	20	5,185	9.7	8.0	8.7
659 Manitowoc, Wis.	15	11,634	3.5	2.9	(c)	.6	3.5	15	2,372	4.8	4.4	6.4
661 Marion, Ind.	15	9,971	7.2	5.2	.1	1.9	6.8	15	3,741	8.3	6.7	8.7
664 Milwaukee, Wis.	194	191,352	4.6	3.8	.1	.7	4.3	193	57,426	6.5	5.8	6.8
670 New Castle, Ind.	4	4,797	5.8	4.7	.3	.8	6.0	3	880	11.6	9.5	12.8
675 Peoria, Ill.	30	37,971	6.3	4.8	(c)	1.5	7.1	30	10,303	9.2	8.5	13.9
676 Quincy, Ill.	13	6,985	7.5	5.0	1.6	.9	6.0	13	2,186	9.6	8.5	9.1
Region VII												
708 Augusta, Ga.-S.C.	17	11,229	7.7	5.7	.2	1.8	8.3	17	4,183	9.0	7.5	10.2
709 Biloxi-Gulfport, Miss.	26	8,583	16.5	8.4	7.2	.9	13.9	26	4,037	18.9	11.7	13.0
724 Florence, Ala.	5	8,462	9.1	5.2	.6	3.3	7.7	4	1,356	6.6	4.0	5.4
732 Jackson, Miss.	20	5,984	9.0	6.1	.9	2.0	9.4	20	2,090	10.4	8.0	13.3
734 Jacksonville, Fla.	62	37,575	12.5	6.8	2.0	3.7	10.8	62	10,831	12.8	9.4	12.2
764 Pensacola, Fla.	9	11,425	6.6	3.7	.4	2.5	7.7	9	2,484	8.5	6.8	9.5
766 Rome, Ga.-Ala.	18	15,266	11.9	10.7	(c)	1.2	10.0	18	6,922	10.9	10.2	10.4
776 Tampa, Fla.	65	37,607	10.8	7.0	1.2	2.6	7.6	65	9,869	12.2	9.0	10.5
778 Tuscaloosa, Ala.	8	3,668	6.7	5.1	0	1.6	7.1	8	836	9.1	7.8	13.0
780 Vicksburg, Miss.	3	1,292	7.7	5.3	.8	1.6	7.6	3	407	9.3	7.4	6.4
Region VIII												
804 Cedar Rapids, Iowa	17	14,646	6.4	4.6	.6	1.2	5.1	16	3,670	8.8	6.1	7.3
816 Grand Island, Nebr.	5	3,259	8.6	6.6	1.3	.7	5.8	5	1,111	9.9	9.7	8.1
820 Lincoln, Nebr.	13	7,329	7.8	6.9	.1	.8	12.9	13	3,279	10.0	9.5	15.6
825 Newton, Iowa	4	3,676	5.6	4.0	0	1.6	4.5	4	1,201	4.0	3.8	6.2
834 Sioux Falls, S.D.	4	4,900	7.7	6.1	.1	1.5	4.0	4	1,848	6.8	5.8	5.4

See footnotes at end of table.

Turnover rates for establishments reporting data on MS-270, by labor market area, April 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
			Turnover rates							Turnover rates		
			Separations							Separations		
	Number of establishments	Employment May 1, 1944	Total	Quits	Layoffs	Other	Accessions	Number of establishments	Employment May 1, 1944	Total	Quits	Accessions
Group II b/ - continued												
Region IX												
920 Oklahoma City, Okla.	38	50,327	7.9	6.0	.2	1.7	8.1	38	21,214	7.5	6.8	8.4
924 Pine Bluff, Ark.	5	9,977	8.1	4.8	0	3.3	7.7	5	4,391	8.3	5.4	9.4
936 Wichita, Kans.	34	34,613	7.0	4.7	.2	2.1	5.1	34	20,150	7.3	5.6	6.4
Region X												
026 Fort Worth, Tex.	39	44,434	8.3	5.7	.4	2.2	6.8	39	14,113	10.3	8.5	9.5
028 Galveston, Tex.	15	10,704	8.4	5.8	.2	2.4	12.1	15	1,601	7.7	6.4	16.9
032 Lake Charles, La.	9	3,543	10.4	5.3	3.3	1.8	15.8	9	641	11.1	5.0	24.5
042 New Orleans, La.	104	77,859	10.0	6.7	.5	2.8	9.6	104	17,711	12.4	10.3	15.5
Region XI												
X14 Great Falls, Mont.	4	3,785	8.5	5.4	0	3.1	4.6	4	968	11.9	5.5	10.0
X18 Pocatello, Idaho	9	2,265	15.0	12.6	0	2.4	10.6	9	644	13.0	12.0	9.3
X20 Provo, Utah	5	3,541	6.5	5.1	.1	1.3	21.2	5	366	3.8	3.6	30.3
Region XII												
X04 Bakersfield, Calif.	13	4,237	8.0	6.5	.2	1.3	7.6	13	1,623	7.3	6.8	7.3
X18 Everett, Wash.	6	7,827	9.3	6.3	.1	2.9	7.4	6	1,575	11.4	8.8	14.7
X20 Fresno-Madera, Calif.	12	4,373	9.4	7.2	.5	1.7	12.5	12	1,896	8.8	6.6	14.1
X26 Longview-Kelso, Wash.	4	2,430	11.2	8.7	0	2.5	12.5	4	561	17.5	15.3	17.6
X34 Phoenix, Ariz.	16	15,419	9.6	7.6	.4	1.6	12.1	16	6,018	10.8	9.1	14.5
X38 Reno, Nev.	4	2,578	15.7	13.7	.1	1.9	14.0	4	891	11.7	10.8	11.2
X42 San Bernardino-Riverside, Calif.	22	26,930	9.9	7.5	.5	1.9	10.7	22	11,066	9.5	8.0	10.0
X56 Spokane, Wash.	24	18,287	9.0	7.8	(c)	1.2	9.9	24	6,317	9.9	8.2	11.7
X58 Stockton, Calif.	15	14,842	13.4	8.5	.7	4.2	12.9	15	4,347	11.3	8.1	12.8
Group III b/	2,724	2,027,883	7.2	4.9	.7	1.6	6.7	2,710	666,985	8.1	6.3	8.5
Region I												
116 Brockton, Mass.	36	17,606	4.4	3.7	.1	.6	4.4	36	8,101	4.9	4.4	6.0
123 Concord, N.H.	8	2,282	4.1	3.1	.4	.6	3.5	8	831	4.9	4.0	4.5
128 Fall River, Mass.	24	17,619	4.6	3.8	.1	.7	4.0	24	9,838	4.6	4.3	5.0
129 Fitchburg, Mass.	41	20,843	5.2	4.1	.2	.9	4.6	41	8,418	5.6	5.2	5.8
134 Haverhill, Mass.	15	5,329	4.6	3.3	.7	.6	8.8	15	2,753	4.2	3.2	9.7
142 Lowell, Mass.	31	16,646	5.0	4.2	.3	.5	7.3	31	8,648	5.3	5.0	7.9
143 Lynn-Salem, Mass.	35	48,698	3.2	1.8	.2	1.2	2.6	35	17,439	4.1	2.5	3.3
146 Manchester, N.H.	31	13,896	5.9	4.1	.8	1.0	5.8	31	7,210	6.3	5.4	7.4
148 Marlboro-Framingham, Mass.	26	13,015	4.3	2.9	.6	.8	3.3	26	6,220	4.8	3.5	4.1
149 Middletown, Conn.	14	6,580	7.0	2.8	3.3	.9	4.2	14	2,375	7.8	2.4	6.2
151 Nashua, N.H.	12	10,101	3.9	3.3	.1	.5	2.6	12	4,629	4.1	3.5	3.3
166 Pittsfield, Mass.	17	18,597	2.9	2.3	(e)	.6	2.0	17	6,431	3.7	3.4	2.7
183 Taunton, Mass.	15	6,386	5.0	3.1	1.0	.9	3.1	15	2,653	7.0	4.1	3.2
198 Worcester, Mass.	72	46,891	4.2	2.8	.4	1.0	3.4	72	14,047	6.4	5.1	6.6
Region II												
208 Batavia, N.Y.	8	5,447	8.6	6.3	1.2	1.1	4.9	8	1,942	9.1	5.0	6.8
210 Binghamton, N.Y.	24	39,677	4.3	2.7	.1	1.5	3.2	24	14,798	4.5	3.5	4.4
218 Dunkirk, N.Y.	11	5,714	3.4	1.9	1.1	.4	2.0	11	1,494	4.2	3.0	1.7
220 Elmira, N.Y.-Pa.	29	33,303	6.2	4.7	.1	1.4	4.5	29	11,961	7.8	7.1	6.2
232 Jamestown, N.Y.	22	10,221	5.0	3.2	.8	1.0	4.6	22	3,373	6.0	3.9	7.1
264 Sidney, N.Y.	8	8,919	7.7	3.9	2.0	1.8	1.9	8	4,369	10.2	5.0	2.7
268 Utica-Rome, N.Y.	62	57,105	6.5	3.5	1.5	1.5	3.6	62	20,151	7.5	4.4	5.1
Region III												
304 Long Branch, N.J.	19	20,205	4.3	3.3	.2	.8	4.8	19	9,117	6.1	5.3	6.0
328 New Castle, Pa.	20	16,191	4.4	2.8	.6	1.0	3.9	20	5,252	4.6	4.0	5.3
350 Williamsport, Pa.	34	25,053	7.0	3.6	.7	2.7	4.0	34	7,066	6.2	5.1	5.3
354 York, Pa.	41	23,583	4.4	3.1	.1	1.2	3.4	41	5,869	4.6	4.0	5.3
Region IV												
416 Danville, Va.-N.C.	19	21,859	9.4	7.6	.5	1.3	7.5	19	11,509	9.0	8.0	8.5
418 Durham-Raleigh, N.C.	26	19,055	5.1	3.8	.3	1.0	4.7	26	8,581	4.3	3.7	5.3
422 Hagerstown, Md.	18	13,893	6.3	3.7	2.1	1.5	2.3	18	4,859	7.5	3.4	2.6
428 Lynchburg, Va.	15	10,139	7.1	5.7	0	1.4	5.8	15	4,950	5.9	5.2	5.9
440 Roanoke, Va.	12	7,101	6.5	4.7	1.1	.7	4.3	12	2,289	5.9	5.5	6.8
Region V												
512 Cincinnati, Ohio-Ky.	182	137,090	6.6	4.9	.2	1.5	6.4	182	46,876	7.9	6.7	8.1
522 Flint, Mich.	17	60,671	5.9	2.3	1.6	2.0	4.5	17	14,732	11.1	7.1	7.0
528 Grand Rapids, Mich.	53	33,140	7.6	4.8	1.1	1.7	6.3	53	12,624	8.1	5.8	8.6
529 Holland, Mich.	12	4,173	9.3	6.9	.9	1.5	5.3	12	1,518	8.8	7.8	7.6
530 Hamilton-Middletown, Ohio	34	24,710	6.5	3.8	1.2	1.5	4.3	34	6,289	8.9	6.8	7.0
531 Ionia-Belding-Greenville, Mich.	5	4,658	7.5	5.0	.1	2.4	5.8	5	2,162	7.8	6.9	6.0
554 Newark, Ohio	9	8,495	6.3	4.4	.3	1.6	4.1	9	2,528	9.7	7.7	4.7
570 Sandusky, Ohio	16	6,957	11.7	6.1	4.2	1.4	6.5	16	1,924	12.2	5.4	7.4
578 Zanesville, Ohio	16	7,713	6.6	4.9	.1	1.6	9.7	16	2,744	6.7	6.0	14.5
Region VI												
603 Appleton, Wis.	25	13,729	4.1	3.4	.2	.5	2.7	25	3,772	4.4	3.7	5.1
610 Bloomington, Ind.	12	11,556	6.6	5.0	.1	1.5	10.2	12	4,608	7.5	7.1	11.8
618 Columbus, Ind.	14	9,113	8.7	5.7	.4	2.6	7.3	14	3,260	10.5	8.0	11.4
620 Danville, Ill.-Ind.	23	9,430	6.3	5.2	.1	1.0	7.0	23	2,204	10.8	10.4	16.0
624 Eau Claire, Wis.	8	3,742	7.1	3.2	3.2	.7	7.8	8	1,166	4.5	2.9	7.5
630 Evansville, Ind.-Ky.	37	55,029	10.8	5.1	3.9	1.8	7.7	33	10,235	9.5	6.8	5.4
631 Fond du Lac, Wis.	10	4,254	4.7	3.1	1.1	.5	2.7	10	1,730	4.4	3.9	3.3
633 Freeport, Ill.	10	4,198	7.6	6.2	.4	1.0	4.9	10	1,900	9.2	8.1	6.0
650 La Crosse, Wis.	11	8,823	4.3	3.5	(e)	.8	6.2	11	3,475	6.4	5.7	10.4
651 Lafayette, Ind.	12	9,184	7.1	4.4	1.1	1.6	4.6	12	2,100	11.3	7.4	7.9
672 Oshkosh, Wis.	14	5,195	5.0	4.2	.3	.5	4.3	14	1,742	6.5	6.1	5.9
681 Sheboygan, Wis.	17	8,962	4.4	4.0	.2	.2	2.1	17	2,393	8.7	8.3	3.6
689 Terre Haute, Ind.-Ill.	28	10,280	6.1	4.7	.2	1.2	7.1	28	2,513	6.5	5.8	11.3
694 Wausau, Wis.	15	5,967	5.8	4.9	(e)	.9	6.1	15	1,987	9.2	8.3	9.9
Region VII												
704 Anniston, Ala.	21	15,042	10.5	8.3	.1	2.1	14.8	21	4,932	10.6	9.5	16.2
706 Atlanta, Ga.	102	66,505	7.9	6.0	.3	1.6	7.9	100	22,787	8.3	7.5	8.9
710 Birmingham, Ala.	73	49,938	8.4	5.6	.7	2.1	9.5	73	7,993	9.0	6.6	16.2
716 Chattanooga, Tenn.-Ga.	63	32,577	9.2	6.6	.5	2.1	7.6	62	11,145	10.0	8.4	8.5
720 Columbia, S.C.	11	11,145	9.0	6.9	.2	1.9	7.4	11	4,780	9.7	8.5	9.9
723 Decatur, Ala.	7	5,415	10.8	7.3	.5	3.0	14.0	7	1,637	11.5	10.7	16.1
726 Gadsden, Ala.	13	15,719	9.0	4.8	.4	1.8	8.4	13	4,685	10.6	9.2	11.7
728 Greenville, S.C.	39	20,709	8.2	6.1	.4	1.7	6.8	39	9,265	8.8	7.8	8.4
730 Huntsville, Ala.	5	12,941	7.4	3.9	(e)	3.5	7.3	5	5,235	8.7	5.0	8.9

See footnotes at end of table.

Turnover rates for establishments reporting turnover data on BE-270, by labor market area, April 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment May 1, 1944	Turnover rates					Number of establishments	Employment May 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Group III b/ - continued												
Region VII - continued												
736 Kingsport-Bristol, Tenn.-Va.	28	31,219	6.7	5.1	.1	1.5	7.9	28	12,611	7.7	6.3	10.4
740 Lakeland, Fla.	26	4,864	22.6	8.9	11.2	2.5	21.0	26	1,447	33.7	11.5	19.2
744 Memphis, Tenn.	57	46,561	10.6	7.4	.2	3.0	10.9	57	15,487	11.4	9.4	14.0
748 Miami, Fla.	33	23,887	7.9	5.6	.5	1.8	10.8	33	8,744	7.8	6.4	11.4
750 Milan, Tenn.	11	13,088	5.1	4.3	.2	.6	7.2	11	6,226	6.2	5.8	6.7
754 Montgomery, Ala.	13	7,663	6.6	4.5	.5	1.6	6.9	13	2,878	6.7	5.0	6.6
756 Nashville, Tenn.	47	28,282	7.5	5.2	1.1	1.2	6.2	45	10,992	8.4	6.2	7.8
758 Orlando, Fla.	16	4,504	16.0	7.3	.8	8.8	12.7	16	1,512	14.0	9.3	12.8
770 Spartanburg, S.C.	35	22,848	9.1	7.3	(c)	1.8	8.2	35	10,133	8.6	7.7	8.3
772 Talladega, Ala.	7	12,806	8.7	5.7	1.1	1.9	11.9	7	4,963	8.8	7.3	14.2
Region VIII												
802 Burlington, Iowa-Ill.	7	6,628	10.8	8.0	.8	2.0	5.9	7	2,208	13.7	12.0	9.1
808 Des Moines, Iowa	24	22,388	9.6	6.6	.7	2.3	6.9	24	9,679	9.8	8.4	7.4
810 Dubuque, Iowa-Ill.-Wis.	10	5,193	7.2	5.5	.5	1.2	5.3	10	2,257	6.7	6.1	5.8
812 Duluth-Superior, Minn.-Wis.	28	22,600	9.3	6.8	1.0	1.8	4.7	28	3,057	9.8	5.0	10.1
822 Mason City, Iowa	4	2,194	7.5	5.3	0	2.2	9.0	4	782	6.9	5.4	10.5
826 Omaha-Council Bluffs, Nebr.-Iowa	36	38,486	6.7	4.6	.1	2.0	6.6	34	12,231	6.8	5.9	8.3
830 Rochester, Minn.	3	695	7.7	5.4	.6	1.7	7.4	3	193	5.7	5.7	14.0
832 Sioux City, Iowa-Nebr.	12	8,719	12.3	10.2	.6	1.5	11.5	12	2,910	10.4	10.0	5.8
836 Waterloo, Iowa	11	13,882	7.9	6.7	.1	1.1	6.4	11	3,936	8.1	7.3	10.4
Region IX												
912 Kansas City, Mo.-Kans.	98	110,870	8.4	5.6	.8	2.0	8.3	97	35,851	9.2	6.6	11.5
916 McAlester, Okla.	3	5,235	5.9	3.8	0	2.1	13.0	3	1,643	8.3	5.8	18.8
934 Tulsa, Okla.	48	30,472	5.5	3.7	.5	1.3	5.1	49	8,496	5.5	4.7	6.6
Region X												
008 Amarillo, Tex.	5	5,635	12.7	11.0	(c)	1.7	12.4	5	2,456	15.1	14.3	14.8
012 Baton Rouge, La.	15	14,163	3.7	2.3	.2	1.2	5.4	15	1,392	4.0	3.2	5.2
018 Brownsville, Tex.	4	2,345	5.5	4.4	0	1.1	7.6	4	905	6.5	6.3	12.9
020 Corpus Christie, Tex.	6	9,367	5.7	3.5	.1	2.1	6.2	6	2,653	5.8	5.3	7.3
022 Dallas, Tex.	97	74,432	9.2	7.2	.2	1.8	9.7	97	26,237	11.5	10.2	11.5
024 El Paso, Tex.	19	8,033	7.6	5.3	.9	1.4	10.4	17	2,524	6.9	5.9	16.1
030 Houston, Tex.	97	77,085	8.7	5.6	.4	2.7	9.4	97	11,511	10.3	8.5	11.6
050 Shreveport, La.	30	21,251	8.6	6.3	.6	1.7	8.3	30	5,764	10.1	9.3	10.2
052 Texarkana, Tex.-Ark.	12	15,284	7.6	4.7	.2	2.7	11.2	10	185	4.3	3.8	16.2
056 Waco, Tex.	20	10,143	10.5	7.8	.7	2.0	12.0	20	4,244	10.1	8.1	13.0
Region XI												
102 Billings, Mont.	3	485	15.9	3.9	0	12.0	29.7	3	34	8.8	2.9	38.2
104 Boise, Idaho	14	4,872	12.7	7.5	.2	5.0	10.5	14	2,892	17.1	10.5	15.2
110 Colorado Springs, Colo.	13	5,061	8.4	6.4	.1	1.9	12.8	13	1,987	10.9	9.3	18.5
112 Denver, Colo.	106	45,004	8.3	5.6	.9	1.8	7.7	106	16,282	9.0	6.6	8.8
122 Pueblo, Colo.	13	9,599	9.2	4.6	.1	1.5	5.7	13	1,522	7.2	5.7	12.4
126 Salt Lake City, Utah	39	11,169	8.2	4.5	1.5	2.2	5.7	40	3,691	11.9	6.4	6.6
Region XII												
231 Monterey Bay, Calif.	4	1,739	18.6	16.5	0	2.1	7.2	4	846	21.3	20.4	9.8
252 Santa Barbara, Calif.	3	1,093	6.4	3.3	0	3.1	10.1	3	596	7.8	4.6	12.9
260 Tucson, Ariz.	4	6,125	9.8	8.0	.3	1.5	5.7	4	2,190	8.0	6.7	6.9
Group IV	1,438	1,339,420	6.1	3.7	.9	1.5	5.5	1,433	386,489	7.8	5.8	7.7
Region I												
139 Lawrence, Mass.	27	27,669	7.9	3.8	1.6	.5	6.6	28	14,607	10.5	4.5	10.1
Region II												
244 New York, N.Y.	399	591,122	5.4	3.0	.9	1.5	4.8	397	175,962	6.5	4.4	6.0
Region III												
306 Altoona, Pa.	20	26,454	2.6	1.7	.1	.8	2.6	20	5,589	4.8	3.9	5.3
308 Atlantic City, N.J.	10	5,966	5.1	4.0	.1	1.0	5.2	10	2,462	5.8	5.3	5.7
318 Johnstown, Pa.	31	32,640	2.6	1.6	.1	.9	1.6	31	1,247	12.3	10.3	9.2
342 Scranton, Pa.	122	63,015	3.7	2.5	.6	.6	3.4	122	19,632	5.1	4.4	5.7
Region IV												
408 Charleston, W.Va.	36	35,254	5.1	3.1	.2	1.8	5.1	33	3,548	5.0	3.7	9.0
412 Clarksburg-Fairmont-Morgantown, W.Va.	53	25,734	4.2	2.7	.4	1.1	4.0	53	3,502	4.2	3.7	6.0
414 Cumberland, Md.-W.Va.	10	17,392	4.5	2.5	1.0	1.0	3.8	10	4,998	6.7	3.3	6.8
426 Huntington, W.Va.-Ohio-Ky.	22	12,906	7.1	5.2	.4	1.5	10.2	22	5,170	7.4	6.7	14.4
430 Parkersburg, W.Va.-Ohio	18	9,694	6.4	4.3	.8	1.3	6.0	18	2,309	7.0	4.6	4.5
442 Rocky Mount-Wilson, N.C.	6	947	6.0	3.8	1.3	.9	6.9	6	595	3.4	1.6	5.0
446 Wheeling, W.Va.-Ohio	47	25,755	4.2	2.7	.2	1.3	5.3	47	5,112	4.7	4.0	12.1
Region V												
538 Lexington, Ky.	9	8,462	6.5	4.0	1.0	1.5	6.8	9	2,944	8.3	4.8	8.7
572 Steubenville, Ohio-W.Va.	27	24,840	2.9	1.4	.2	1.3	4.0	27	3,076	4.2	3.1	13.6
Region VIII												
624 Minneapolis-St. Paul, Minn.	138	109,634	6.8	4.7	.7	1.4	5.8	138	35,789	7.5	5.8	8.6
628 Ottumwa, Iowa	6	5,350	7.7	5.2	1.4	1.1	5.2	6	1,202	11.6	6.1	11.4
837 Winona, Minn.	9	1,811	6.8	4.5	.8	1.5	5.9	9	613	8.0	6.5	7.8
Region IX												
904 Enid, Okla.	10	1,905	7.8	5.4	.2	2.2	8.5	10	494	13.8	12.2	15.4
906 Fort Smith, Ark.-Okla.	7	3,509	14.5	11.9	.9	1.7	12.1	7	958	24.5	23.5	25.3
908 Hutchinson, Kans.	6	1,186	11.6	3.3	5.2	3.1	11.1	6	227	22.5	3.5	22.6
910 Joplin, Mo.-Kans.-Okla.	26	8,571	9.8	6.6	1.8	1.4	9.9	26	3,473	11.2	9.3	13.8
914 Little Rock, Ark.	14	15,520	10.6	8.2	.2	2.2	9.3	14	9,343	10.0	9.0	9.6
918 Muskogee, Okla.	6	1,858	9.8	5.6	2.0	2.2	8.5	6	650	6.3	5.8	8.3
926 St. Joseph, Mo.	17	7,437	12.0	8.7	1.5	1.8	10.4	17	2,492	12.7	7.8	11.2
928 St. Louis, Mo.-Ill.	307	233,519	8.9	5.7	1.4	1.8	7.5	305	72,123	10.7	7.9	9.6
930 Springfield, Mo.	9	2,778	9.2	5.8	1.1	2.3	8.4	9	1,770	5.4	5.0	4.3
932 Topeka, Kans.	10	6,926	8.4	6.4	.1	1.9	10.4	10	2,875	8.3	6.5	11.2
Region X												
004 Albuquerque, N.Mex.	8	2,782	10.9	6.2	1.9	2.8	7.6	9	1,206	10.9	7.0	11.6
010 Austin, Tex.	6	2,912	8.9	4.8	.9	3.2	11.3	6	682	10.9	7.5	16.3
048 San Antonio, Tex.	22	7,508	10.8	7.8	.3	2.7	11.1	22	2,479	14.4	10.6	14.1

See footnotes at end of table.

Turnover rates for establishments reporting turnover data on ES-270, by labor market area, April 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment May 1, 1944	Turnover rates					Number of establishments	Employment May 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Unclassified	3,154	1,631,174	6.4	4.5	.6	1.3	5.9	3,146	532,047	7.5	6.1	8.0
Region I	269	147,075	4.5	3.2	.5	.8	3.6	269	58,550	4.7	3.5	4.6
Region II	166	83,821	5.5	3.5	.6	1.4	4.7	165	29,256	5.3	4.3	5.5
Region III	336	249,219	4.1	2.4	.7	1.0	3.3	336	51,311	6.2	4.4	6.8
Region IV	479	257,330	6.4	4.6	.2	1.6	5.8	477	77,483	6.8	5.7	7.5
Region V	355	162,062	6.0	4.2	.5	1.3	5.0	354	41,857	7.5	6.3	7.3
Region VI	201	115,018	6.4	4.3	.9	1.2	5.5	199	34,961	9.0	6.8	8.1
Region VII	629	318,199	7.9	5.9	.5	1.5	7.8	628	138,349	8.3	7.1	8.8
Region VIII	81	33,732	7.3	4.9	.6	1.8	6.8	81	11,553	7.3	5.7	9.1
Region IX	227	111,895	7.8	5.4	.9	1.5	8.0	227	46,429	8.4	7.2	10.3
Region X	219	99,925	8.1	5.4	.7	2.0	8.7	219	30,856	9.5	7.6	11.7
Region XI	129	26,741	9.5	6.8	1.2	1.5	6.7	129	5,294	13.9	10.8	11.6
Region XII	63	26,157	10.9	6.4	.6	3.9	9.6	62	6,108	11.2	9.0	11.9

a/ Labor market areas are classified according to adequacy of labor supply to meet demands over the next six months as follows:
Group I - Areas of current acute labor shortage.
Group II - Areas of labor stringency and those anticipating a labor shortage within six months.
Group III - Areas in which a slight labor surplus will remain after six months.
Group IV - Areas in which a substantial labor surplus will remain after six months.

b/ Data for labor market areas reporting fewer than 3 firms are not shown; hence the totals do not equal the sum of the individual items.

g/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(WA7)

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Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments in munitions industries, by industry group, May 1, 1944

Code	Industry group	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
			Employment				Nonwhites			Part-time	
	Title	Number	Total	Women		Total	Number	Percent of total	Total	Number	Percent of total
				Number	Percent of total						
	Total	7,501	9,288,723	2,632,901	28.3	8,572,992	614,736	7.2	9,146,095	71,697	0.8
19	Ordnance and accessories	903	1,230,334	429,231	34.9	1,110,143	84,022	7.6	1,228,014	7,831	.6
191	Guns, howitzers, mortars and related equipment	143	205,326	47,084	22.9	179,877	11,434	6.4	203,349	1,421	.7
192	Ammunition, except for small arms	430	542,400	221,691	40.9	516,128	50,457	9.8	542,057	4,023	.7
193	Tanks	86	98,051	17,598	17.9	72,972	4,752	6.5	98,051	184	.2
194	Sighting and fire-control equipment	53	85,447	31,579	37.0	85,447	2,593	3.0	85,447	624	.7
195	Small arms	84	137,647	47,001	34.1	95,196	3,448	3.6	137,647	725	.5
196	Small arms ammunition	44	98,749	43,554	44.1	98,207	7,747	7.9	98,749	250	.3
199	Ordnance and accessories, n.e.c.	63	62,714	20,724	33.0	62,316	3,591	5.8	62,714	604	1.0
28	Chemicals and allied products	280	257,605	58,087	22.5	257,605	19,354	7.5	255,934	1,140	.4
2882	Primary coal-tar products	4	10,491	1,796	17.1	10,491	766	7.3	10,491	22	(d)
2883	Plastic materials	52	46,144	11,107	24.1	46,144	3,573	7.7	46,144	129	.3
2884	Explosives	49	76,694	22,522	29.4	76,694	4,117	5.4	76,694	429	.6
2886	Compressed and liquefied gases - not made in petroleum refineries or natural gasoline plants	10	9,854	3,261	33.1	9,854	1,691	17.2	9,854	8	(d)
2889	Industrial chemicals, electrochemical and electrometallurgical products, n.e.c.	152	109,653	16,734	15.3	109,653	8,662	7.9	107,982	550	.5
2897	Fireworks and pyrotechnics	13	4,769	2,667	55.9	4,769	545	11.4	4,769	2	(d)
30	Rubber products	146	222,213	84,507	38.0	209,040	13,549	6.5	217,438	4,786	2.2
301	Tires and inner tubes	30	69,226	20,247	29.2	61,688	5,657	9.2	69,226	707	1.0
302	Rubber footwear, heels, soles and related products	20	14,887	8,034	54.0	14,887	1,495	10.0	14,887	533	3.6
309	Miscellaneous rubber industries	96	138,100	56,226	40.7	132,465	6,397	4.8	133,325	3,546	2.7
33	Iron and steel and their products	1,628	1,213,325	206,868	17.0	1,183,771	128,492	10.9	1,174,163	13,043	1.1
331	Blast furnaces, steel works, and rolling mills	177	502,502	54,986	10.9	498,776	57,579	11.5	468,236	4,416	.9
332	Iron and steel foundry products	433	185,848	19,136	10.3	178,690	43,162	24.2	185,848	1,879	1.0
333	Tin cans and other tinware	63	32,096	14,745	45.9	32,096	2,896	9.0	32,096	1,189	3.7
338	Fabricated structural metal products	111	45,876	5,517	12.0	44,632	4,057	9.1	45,694	279	.6
	All other a/	844	447,003	112,484	25.2	429,577	20,798	4.8	442,289	5,280	1.2
34	Transportation equipment (except automobiles)	1,238	3,675,307	946,123	25.7	3,304,682	254,453	7.7	3,615,252	13,580	.4
341	Railroad equipment	36	58,178	6,180	10.6	57,639	5,112	8.9	58,178	369	.6
3421	Aircraft (airframes)	153	913,031	359,026	39.3	852,248	33,501	3.9	911,647	5,257	.6
3422	Aircraft engines and engine parts	222	693,363	202,412	29.2	520,415	42,415	8.2	652,373	1,432	.2
3423	Aircraft propellers and propeller parts	34	61,019	18,185	29.8	49,998	1,293	2.6	61,019	180	.3
3429	Aircraft parts, n.e.c.	373	418,848	156,567	37.4	398,536	19,955	5.0	412,765	2,568	.6
343	Ship and boat building and repairing	411	1,526,341	202,927	13.3	1,421,319	152,126	10.7	1,514,743	3,749	.2
344	Motorcycles, bicycles, and parts	4	3,486	717	20.6	3,486	1	(e)	3,486	11	(d)
349	Transportation equipment, n.e.c.	5	1,041	109	10.5	1,041	50	4.8	1,041	14	(d)
35	Nonferrous metals and their products	441	330,656	70,771	21.4	317,434	34,616	10.9	329,250	2,601	.8
351	Primary smelting and refining of nonferrous metals	83	58,195	4,087	7.0	57,464	6,052	10.5	56,947	232	.4
352	Secondary smelting and refining of nonferrous metals and alloys	26	10,869	1,097	10.1	10,869	3,816	35.1	10,869	93	(d)
353	Rolling, drawing, and alloying of nonferrous metals (except aluminum)	43	57,266	10,891	19.0	57,266	5,533	9.7	57,266	501	.9
356	Aluminum and magnesium products (including rolling and drawing)	96	122,802	27,827	22.7	112,557	14,550	12.9	122,802	570	.5
	All other b/	193	81,524	26,869	33.0	79,278	4,665	5.9	81,366	1,205	1.5
36	Electrical machinery	744	924,334	462,953	50.1	873,031	32,874	3.8	901,329	15,990	1.8
361	Electrical equipment for industrial use	259	343,714	141,095	41.1	340,455	8,629	2.5	343,517	5,092	1.5
364	Automotive electrical equipment	39	57,466	28,572	49.7	52,441	2,210	4.2	57,466	699	1.2
366	Communication equipment and related products	313	397,671	231,802	58.3	367,249	17,162	4.7	376,752	8,233	2.2
	All other c/	133	125,483	61,484	49.0	112,886	4,873	4.3	123,594	1,966	1.6
37	Machinery (except electrical)	1,715	1,004,807	229,427	22.8	935,911	29,456	3.1	994,678	9,157	.9
371	Engines and turbines	101	160,495	38,969	24.3	130,580	3,404	2.6	157,895	1,028	.7
372	Agricultural machinery and tractors	72	89,059	17,878	20.1	87,508	4,177	4.8	89,059	829	.9
373	Construction, mining, and related machinery	146	62,177	8,036	12.9	62,013	1,030	1.7	62,066	509	.8
374	Metalworking machinery	536	220,293	42,154	19.1	213,306	3,017	1.4	219,737	1,256	.6
375	Special-industry machinery (except metal working machinery)	137	41,074	7,010	17.1	41,074	1,523	3.7	41,074	503	1.2
376	General industrial machinery	659	401,272	107,554	26.8	370,993	15,861	4.3	394,410	4,711	1.2
377	Office and store machines, equipment and supplies	21	10,091	3,466	34.3	10,091	104	1.0	10,091	53	(d)
378	Household and service-industry machines	43	20,346	4,360	21.4	20,346	340	1.7	20,346	268	1.3
38	Automobiles and automobile equipment	200	234,596	54,727	23.3	193,869	13,479	7.0	234,596	1,518	.6
381	Motor vehicles	69	113,689	24,661	21.7	88,834	5,650	6.4	113,689	434	.4
382	Motor-vehicle bodies	34	10,782	2,092	19.4	10,782	1,122	10.4	10,782	104	1.0
383	Motor-vehicle parts, body parts, and accessories	93	108,572	27,856	25.7	93,359	6,693	7.2	108,572	999	.9
384	Automobile trailers	4	1,553	118	7.6	894	14	1.6	1,553	1	(d)
39	Miscellaneous manufacturing industries	206	195,546	90,207	46.1	187,506	4,441	2.4	195,441	2,051	1.0
391	Professional and scientific instruments, photographic apparatus and optical goods	206	195,546	90,207	46.1	187,506	4,441	2.4	195,441	2,051	1.0

a/ Includes wire products (334), cutlery, tools and general hardware (335), heating apparatus (except electric) and plumbers' supplies (336), metal stamping, enameling, galvanizing, japanning and lacquering (337), and miscellaneous iron and steel products (339).
b/ Includes clocks and watches (354), jewelry, silverware and plated ware (355), plating and polishing (metal) (357), lighting fixtures (358) and nonferrous metal engraving, products, n.e.c. (359).
c/ Includes electrical appliances (362), wire and cable, insulated (363), electric lamps (365), and miscellaneous electrical products (369).
d/ Percentage not computed: less than 100 workers.
e/ Less than 0.05 percent.

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Turnover rates for establishments reporting turnover data in munitions industries, April 1944

Code	Industry group	All employees						Women				
		Number of establishments	Employment May 1, 1944	Turnover rates				Number of establishments	Employment May 1, 1944	Turnover rates		
				Separations						Separations		Accessions
				Total	Quits	Layoffs	Other			Total	Quits	
	Total	7,494	9,283,994	6.4	4.1	0.6	1.7	5.5	7,455	2,567,349	7.8	5.8	7.5
19	Ordnance and accessories	900	1,229,089	7.2	4.4	1.2	1.6	6.1	891	414,287	8.6	6.0	8.1
191	Guns, howitzers, mortars and related equipment	143	205,326	5.1	3.0	.5	1.6	4.2	142	46,559	5.9	4.4	6.3
192	Ammunition, except for small arms	429	542,324	8.1	5.5	.8	1.8	7.8	426	214,098	9.5	7.1	9.5
193	Tanks	85	97,756	7.6	4.0	1.8	1.8	6.2	83	16,153	9.7	5.2	9.5
194	Sighting and fire-control equipment	53	85,447	4.3	2.8	.3	1.2	4.5	53	31,579	5.4	4.4	6.9
195	Small arms	83	136,773	7.9	3.7	2.5	1.7	4.0	83	46,720	10.7	5.2	5.1
196	Small arms ammunition	46	98,749	9.5	3.8	3.8	1.9	4.4	42	38,794	7.7	4.7	6.3
199	Ordnance and accessories, n.e.c.	63	62,714	5.7	3.9	.4	1.4	6.1	62	20,454	7.5	6.0	9.7
28	Chemicals and allied products	280	257,605	5.9	3.5	.7	1.7	5.5	277	55,436	6.9	5.0	9.2
2882	Primary coal-tar products	4	10,491	3.1	2.5	(d)	.6	3.5	4	1,796	4.0	3.5	6.1
2883	Plastic materials	52	46,144	5.1	3.5	.2	1.4	6.5	52	11,107	5.9	4.7	7.8
2884	Explosives	49	76,694	7.0	3.4	1.6	2.0	5.3	48	20,236	7.2	4.9	10.1
2886	Compressed and liquefied gases - not made in petroleum refineries or natural gasoline plants	10	9,854	5.8	3.4	0	2.4	5.3	10	3,261	7.7	5.0	5.9
2889	Industrial chemicals, electrochemical and electrometallurgical products, n.e.c.	152	109,653	5.4	3.5	.3	1.6	5.1	150	16,369	6.6	5.3	9.4
2897	Fireworks and pyrotechnics	13	4,769	10.0	5.3	2.2	2.5	11.5	13	2,867	12.5	6.9	13.6
30	Rubber products	146	222,213	7.0	5.7	.3	1.0	6.2	146	84,507	8.7	7.6	7.6
301	Tires and inner tubes	30	69,226	6.4	5.2	.3	.9	6.0	30	20,247	6.9	6.3	6.6
302	Rubber footwear, heels, soles and related products	20	14,887	7.7	6.8	.1	.8	7.1	20	8,034	8.9	8.5	8.3
309	Miscellaneous rubber industries	96	138,100	7.3	5.8	.4	1.1	6.2	96	56,226	9.3	7.9	7.9
33	Iron and steel and their products	1,628	1,213,325	5.4	3.7	.3	1.4	4.5	1,623	209,302	8.2	6.5	8.7
331	Blast furnaces, steel furnaces, and rolling mills	177	502,502	3.4	2.2	.2	1.0	2.8	177	54,986	5.5	4.4	7.7
332	Iron and steel foundry products	433	185,848	7.4	5.5	.3	1.6	5.8	433	19,136	9.5	7.4	10.4
333	Tin cans and other tinware	63	32,096	11.8	8.7	1.2	1.9	12.0	63	14,745	15.5	12.4	15.1
338	Fabricated structural metal products	111	46,876	8.5	5.4	.5	2.6	8.7	109	5,187	9.0	6.8	13.3
	All other a/	844	447,003	6.0	4.2	.4	1.4	5.0	841	111,248	8.2	5.5	7.9
34	Transportation equipment (except automobiles)	1,234	3,671,823	6.9	4.3	.6	2.0	5.9	1,219	905,937	7.9	5.9	7.5
341	Railroad equipment	36	58,178	7.4	3.7	1.6	2.1	5.6	36	6,180	8.2	5.5	9.3
3421	Aircraft (airframes)	151	911,595	6.3	4.4	.4	1.5	4.0	149	339,265	7.1	6.0	5.2
3422	Aircraft engines and engine parts	221	691,355	5.3	3.2	.8	1.3	4.4	220	201,219	7.5	4.8	6.9
3423	Aircraft propellers and propellor parts	34	61,019	6.1	4.3	.2	1.6	5.5	34	18,185	6.0	5.1	8.0
3429	Aircraft parts, n.e.c.	372	418,808	7.3	4.7	1.0	1.6	6.3	367	146,214	8.6	6.0	8.5
343	Ship and boatbuilding and repairing	411	1,526,341	7.8	4.7	.6	2.5	7.7	404	194,028	9.3	6.6	11.3
344	Motorcycles, bicycles, and parts	4	3,486	6.8	3.4	2.7	.7	2.1	4	717	19.4	7.7	4.3
349	Transportation equipment, n.e.c.	5	1,041	9.6	6.4	.7	2.5	12.7	5	109	6.4	3.7	26.6
35	Nonferrous metals and their products	441	330,656	7.8	5.2	.8	1.8	5.8	440	70,661	8.2	6.4	8.0
351	Primary smelting and refining of nonferrous metals	83	58,195	8.0	5.7	.4	1.9	5.3	83	4,087	6.5	6.7	10.9
352	Secondary smelting and refining of nonferrous metals and alloys	26	10,869	5.8	4.5	.1	1.2	4.9	26	1,097	8.0	7.6	10.4
353	Rolling, drawing, and alloying of nonferrous metals (except aluminum)	43	57,266	4.5	3.4	.1	1.0	3.3	43	10,891	5.8	4.9	6.3
356	Aluminum and magnesium products (including rolling and drawing)	96	122,802	9.1	5.7	1.7	1.7	5.8	96	27,827	9.2	6.9	7.5
	All other b/	193	81,524	8.0	5.5	.4	2.1	7.9	192	26,759	8.1	6.3	8.6
36	Electrical machinery	744	934,334	5.9	4.0	.5	1.4	5.4	742	461,566	7.1	5.3	6.6
361	Electrical equipment for industrial use	299	343,714	5.0	3.1	.4	1.5	4.3	299	141,095	6.8	4.7	5.9
364	Automotive electrical equipment	39	57,466	6.0	3.9	.6	1.5	4.7	39	28,572	7.2	5.0	6.6
366	Communication equipment and related products	313	307,671	6.7	4.6	.6	1.5	6.2	311	230,415	7.5	5.6	6.9
	All other c/	133	125,483	5.8	4.6	.1	1.1	6.4	133	61,484	6.4	5.8	7.6
37	Machinery (except electrical)	1,715	1,004,807	5.5	3.6	.5	1.4	4.6	1,713	228,704	7.3	5.4	7.1
371	Engines and turbines	101	160,495	5.4	3.5	.3	1.6	5.1	101	33,969	6.7	5.1	7.9
372	Agricultural machinery and tractors	72	89,059	7.0	4.7	1.0	1.3	5.8	71	17,823	10.3	6.6	10.7
373	Construction, mining, and related machinery	146	62,177	5.5	3.5	.4	1.6	4.4	145	7,368	6.2	5.2	7.6
374	Metalworking machinery	536	220,293	4.7	2.8	.4	1.5	3.3	536	42,154	5.9	4.7	5.8
375	Special-industry machinery (except metalworking machinery)	137	41,074	5.1	3.5	.4	1.2	4.8	137	7,010	6.9	5.4	7.8
376	General industrial machinery	669	401,272	5.7	3.8	.5	1.4	4.6	669	107,554	7.5	5.7	6.5
377	Office and store machines, equipment and supplies	21	10,091	5.5	3.7	.5	1.3	5.0	21	3,466	6.7	5.3	6.3
378	Household and service-industry machines	43	20,346	6.8	4.0	.6	2.2	7.9	43	4,360	9.3	5.0	10.9
38	Automobiles and automobile equipment	200	234,596	6.0	3.9	.6	1.5	5.9	198	50,742	7.5	5.4	8.9
381	Motor vehicles	69	113,689	5.3	3.3	.7	1.3	5.7	68	24,373	6.0	4.2	9.0
382	Motor-vehicle bodies	34	10,782	11.2	5.6	3.5	2.1	9.1	34	2,092	20.3	14.3	16.8
383	Motor-vehicle parts, body parts, and accessories	93	108,572	6.1	4.2	.3	1.6	5.8	92	24,159	7.7	5.8	8.1
384	Automobile trailers	4	1,553	18.6	11.7	1.7	5.2	6.8	4	118	28.0	16.9	19.5
39	Miscellaneous manufacturing industries	206	195,546	5.7	3.7	.6	1.4	4.2	206	90,207	6.7	5.1	5.1
391	Professional and scientific instruments, photographic apparatus and optical goods	206	195,546	5.7	3.7	.6	1.4	4.2	206	90,207	6.7	5.1	5.1

For footnotes a to c see table MB2.
d/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
(MB3)

U. S. DEPARTMENT OF LABOR

For release Friday
April 28, 1944

About 200,000 fewer women were employed as factory workers in February 1944 than in November 1943 when a peak of 4 1/2 million women was reached, Secretary of Labor Perkins reported today. "The decrease in women wage earners reflects the general declines in employment which have been occurring since November", she said. "The rate of decline in employment for women exceeded that for men. Since November there has been a decline in factory employment of about 400,000, of whom 200,000 were women. Thus, although women comprise less than 1/3 of the wage earners, half of those leaving manufacturing employment were women.

"Employment in the durable goods industries has declined because of the cut-back in munitions production and the smoothing out of production processes resulting in increased output with smaller numbers of workers. Employment of women in the durable goods industries was less by 5 percent or 93,000. The largest decline, 26,500, was reported by the transportation equipment group which is engaged in the manufacture of aircraft, aircraft engines, and ships. While aircraft engines lost 300 women, there were 3,600 more men.

"The automobile group, which also produces aircraft sub-assemblies, employed 177,000 women in February 1944 as compared with 196,000 in November 1943, a drop of 19,000. In this three-month period there was a decline of only 3,000 men. The decline in the number of women employed in the iron and steel group was 15,000, almost as great as in the automobile group. However, the over-all decline in employment in this group amounted to 30,000.

"In the nondurable goods industries the decline in employment of women between November 1943 and February 1944 was also 5 percent, or 113,000 women. In those industry groups devoted to war production, such as chemicals, the decrease was due largely to cut-backs and production improvements.

"In the rubber, apparel, and paper groups declines in the number of women wage earners have occurred at the same time that the number of men has increased. In the apparel group women were fewer by 15,000 between November and February but there were 2,000 more men. Similarly, the rubber group lost 500 women but gained 4,500 men."

(LS 44-3707)

Table 1 - Estimated Employment of Women Wage Earners in All Manufacturing, Durable Goods and Nondurable Goods Industries, October 1939, February 1943 and October 1943 through February 1944

Month	Women Wage Earners						All Wage Earners (in thousands)		
	Number (in thousands)			Percent of total					
	All Mfg.	Durable	Nondurable	All Mfg.	Durable	Nondurable	All Mfg.	Durable	Nondurable
1939 October 1/	2,268.1	340.0	1,928.1	25.6	8.6	39.5	8,854	3,967	4,887
1943 February	3,914.9	1,493.6	2,421.3	28.7	18.7	43.0	13,633	7,998	5,635
October 2/	4,487.4	2,005.3	2,482.1	32.1	23.9	44.5	13,965	8,389	5,576
November	4,518.9	2,049.9	2,469.0	32.3	24.2	44.5	14,007	8,456	5,551
December	4,444.9	2,022.8	2,422.1	32.0	24.1	44.2	13,878	8,403	5,475
1944 January	4,332.3	1,974.9	2,357.4	31.7	23.8	43.9	13,667	8,296	5,371
February	4,312.9	1,956.6	2,356.3	31.7	23.8	44.0	13,593	8,238	5,355

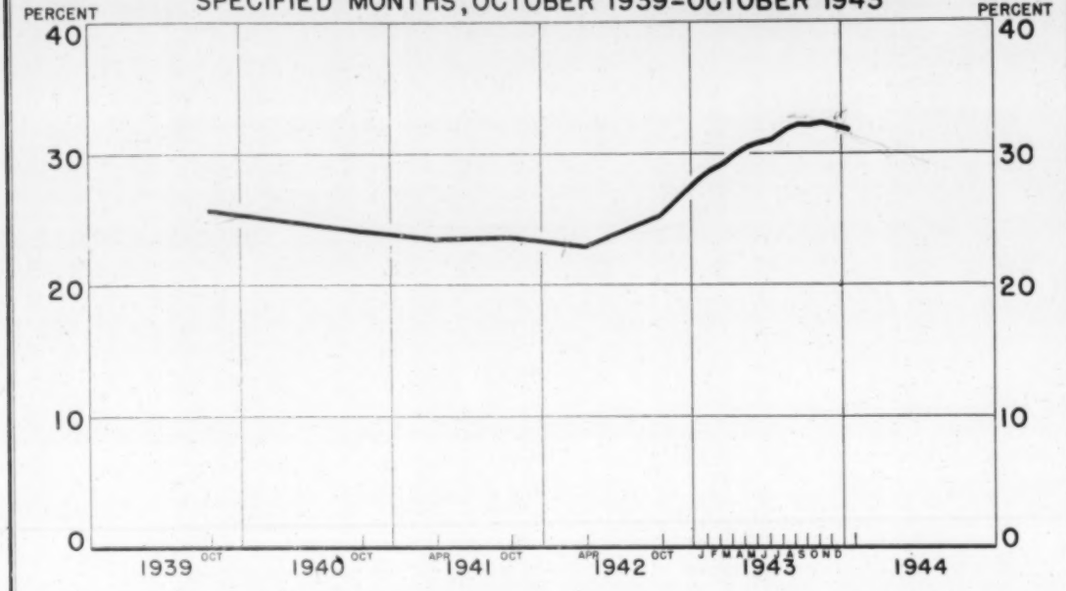
1/ October 1939 derived from data of the 1939 Census of Manufactures - "Persons Employed in Manufacturing Establishments, by Sex", August 1941.

2/ October figures have been revised since publication in mimeographed release "Employment of Women in Manufacturing Industries", August 1943. Estimated women wage earners in all manufacturing and durable goods revised, June through September to 4258.5, 4318.3, 4424.4, 4458.5 and 1804.0, 1857.4, 1906.9, 1957.5.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

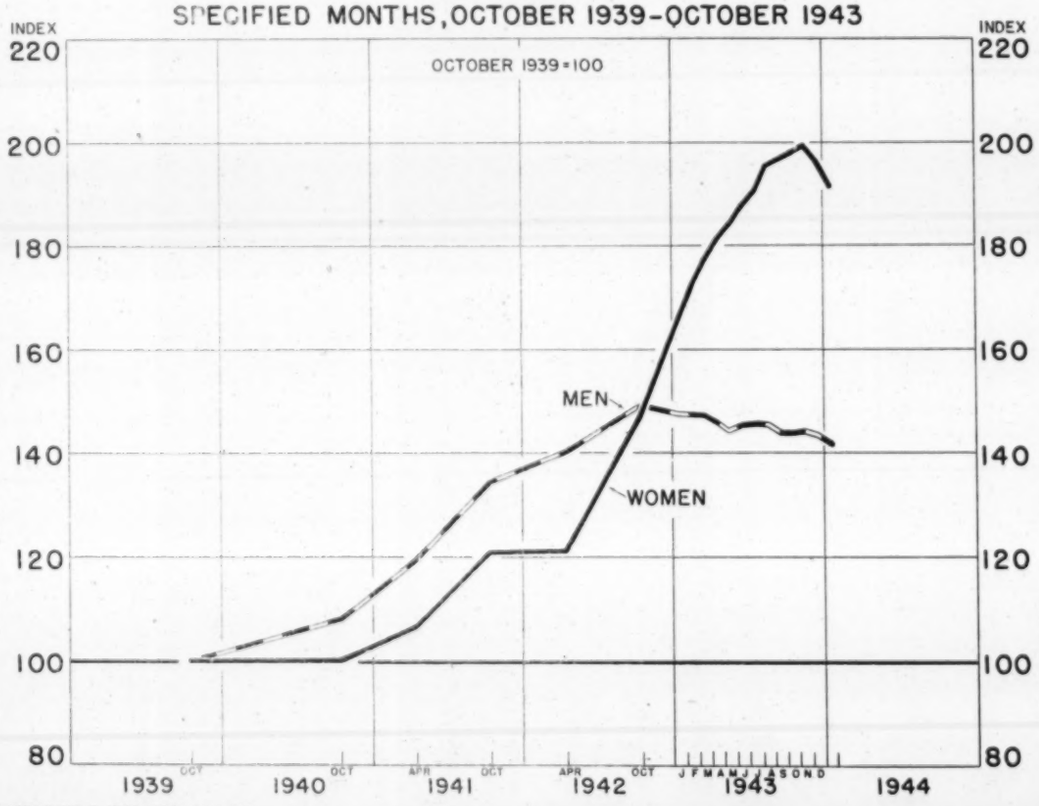
PERCENTAGE OF WOMEN WAGE EARNERS IN MANUFACTURING INDUSTRIES

SPECIFIED MONTHS, OCTOBER 1939-OCTOBER 1943



WAGE EARNERS IN MANUFACTURING INDUSTRIES BY SEX

SPECIFIED MONTHS, OCTOBER 1939-OCTOBER 1943



EMPLOYMENT STATISTICS DIVISION
UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

ESTIMATED

1-44

Table 2 - Number of Women per 100 Wage Earners, and Estimated Number of Women, by Major Manufacturing Industry Groups, October 1939, February 1943, and October 1943 through February 1944

Industry Group	Number of Women per 100 Wage Earners							Estimated Number of Women Wage Earners						
	1939	1943				1944		1939	1943				1944	
	Oct.1/	Feb.	Oct.2/	Nov.	Dec.	Jan.	Feb.	Oct.1/	Feb.	Oct.2/	Nov.	Dec.	Jan.	Feb.
										(in thousands)				
Durable Goods:														
Iron and steel	6.2	15.5	20.7	21.3	21.1	20.8	20.8	68.8	265.8	358.3	371.5	366.3	358.0	356.5
Electrical machinery	33.9	43.0	48.0	48.5	48.6	48.2	48.7	100.3	290.7	352.3	364.2	365.0	360.5	366.2
Machinery, except electrical	5.2	16.5	20.6	20.8	20.7	20.6	20.5	28.4	201.3	258.5	262.7	260.2	257.1	253.4
Transportation equipment	1.0	17.1	21.7	21.9	21.8	21.8	21.5	1.8	364.6	504.3	511.8	505.3	496.2	485.3
Automobiles	6.6	16.2	25.7	25.8	25.3	24.4	24.0	29.5	104.0	193.0	196.1	192.0	183.2	177.1
Nonferrous metals	13.7	19.0	22.5	22.7	22.6	22.4	22.5	34.9	78.3	95.0	96.7	94.9	93.4	92.9
Lumber and timber	.9	7.0	12.0	11.8	11.2	10.5	10.4	4.1	33.5	55.6	54.6	50.8	45.8	45.1
Furniture	10.3	20.7	27.2	27.3	26.7	25.8	25.7	36.9	75.3	97.6	98.6	95.3	91.6	90.5
Stone, clay and glass	11.1	22.3	25.9	26.7	26.5	25.9	26.2	35.3	80.1	90.7	93.7	93.0	89.1	89.6
Nondurable Goods:														
Textile mill products	43.4	49.0	50.7	50.8	50.8	50.6	50.5	527.7	624.8	601.8	604.5	603.5	589.0	587.8
Apparel	74.0	77.8	78.2	78.4	78.5	77.9	77.8	626.0	697.9	645.2	645.2	639.8	629.4	630.2
Leather	40.0	46.1	48.1	47.6	47.7	48.0	48.1	139.6	172.0	151.0	149.9	149.3	148.8	150.1
Food	28.4	25.8	30.6	29.6	28.9	27.6	28.1	263.8	241.5	319.8	299.8	286.1	264.7	267.5
Tobacco	66.9	67.2	65.9	67.4	66.7	66.2	66.3	64.9	63.2	59.6	60.6	60.0	58.2	57.9
Paper	24.0	30.5	33.2	33.4	33.0	32.5	32.3	69.4	94.8	103.9	105.5	104.3	102.1	100.8
Printing and publishing	17.8	26.6	28.5	29.0	28.8	29.0	29.3	59.3	89.9	95.8	99.2	98.5	98.0	99.0
Chemicals	14.7	27.7	31.8	31.4	30.4	30.2	30.0	46.0	201.1	235.3	228.9	210.4	201.1	197.4
Petroleum and coal	.3	3.0	6.5	7.0	7.0	7.1	7.2	.3	3.7	8.2	8.8	8.8	8.9	9.1
Rubber	24.6	36.2	38.1	38.3	38.1	37.5	37.3	33.0	67.0	74.3	75.2	76.6	75.8	75.7
Miscellaneous	36.6	42.4	46.1	46.7	46.0	45.7	46.1	98.1	165.4	187.2	190.4	184.8	181.4	180.8

1/ Derived from data of the 1939 Census of Manufactures "Persons Employed in Manufacturing Establishments, by Sex", August 1941.

2/ Underlined October figures have been revised since publication in mimeographed release "Employment of Women in Manufacturing Industries" - October 1943. For revisions in ratios prior to October see table 3.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 3 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - October 1939, February 1943 and October 1943 through February 1944.

Industry Group or Industry	1939	1943				1944	
	Oct. 1/	Feb.	Oct.	Nov.	Dec.	Jan.	Feb.
ALL MANUFACTURING	25.6	28.7	32.1 2/	32.3	32.0	31.7	31.7
DURABLE GOODS	8.6	18.7	23.9 2/	24.2	24.1	23.8	23.8
NONDURABLE GOODS	39.5	43.0	44.5	44.5	44.2	43.9	44.0
Durable Goods							
IRON AND STEEL AND THEIR PRODUCTS	6.2	15.5	20.7	21.3	21.1	20.8	20.8
Blast furnaces, steel works and rolling mills	1	4	8	8	8	8	8
Gray-iron and semi-steel castings	1	6	7	7	7	7	6
Malleable-iron castings	4	7	10	10	10	10	10
Steel castings	3/	3	8	8	7	7	7
Cast-iron pipe and fittings	3/	1	4	4	4	4	4
Tin cans and other tinware	28	38	44	44	43	43	44
Wire drawn from purchased rods	11	17	22	22	22	23	22
Wirework	22	26	33	32	32	31	32
Cutlery and edge tools	28	30	33	33	33	33	33
Tools (except edge tools, machine tools, files and saws)	11	18	21	22	22	23	24
Hardware	23	32	37	38	38	38	37
Plumbers' supplies	6	16	21	21	22	21	22
Stoves, oil burners and heating equipment not elsewhere classified	3	19	27	28	28	28	27
Steam and hot-water heating apparatus and steam fittings	6	21	27	27	27	27	27
Stamped and enameled ware and galvanizing	22	31	38	38	37	37	37
Fabricated structural and ornamental metalwork	3/	7	12	12	12	11	11
Bolts, nuts, washers and rivets	14	24	31	32	32	32	32
Forgings, iron and steel	3/	9	11	12	12	12	11
Screw-machine products and wood screws	12	31	35	35	36	37	37
Steel barrels, kegs and drums	11	20	32	31	30	29	28
Firearms	5	21	31	32	32	30	29
ELECTRICAL MACHINERY 4/	33.9	43.0	48.0 2/	48.5	48.6	48.2	48.7
Electrical equipment	27	37	42	42	42	42	42
Communication equipment	42	58	60	61	60	60	60

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 3 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - October 1939, February 1943 and October 1943 through February 1944 Continued

Industry Group or Industry	1939	1943				1944	
	Oct. 1/	Feb.	Oct.	Nov.	Dec.	Jan.	Feb.
MACHINERY, EXCEPT ELECTRICAL	5.2	16.5	20.6	20.8	20.7	20.6	20.5
Machinery and machine-shop products	4	18	22	22	22	22	22
Engines and turbines	2	11	16	16	15	15	15
Tractors	1	6	16	16	16	15	16
Agricultural machinery, excluding tractors	1	5	14	14	15	15	15
Machine tools	3/	11	12	12	12	12	12
Machine-tool accessories	3/	18	20	20	21	20	19
Textile machinery	4	15	19	19	19	19	18
Pumps and pumping equipment	6	11	14	14	14	15	15
Typewriters	32 5/	37	39	40	39	38	38
Cash registers, adding and calculating machines	16 5/	31	37	38	38	38	37
Washing machines, wringers and driers, domestic	4	27	39	40	40	40	41
Sewing machines, domestic and industrial	12	29	29	29	29	29	28
Refrigerators and refrigeration equipment	9	26	29	30	30	29	29
TRANSPORTATION EQUIPMENT, EXCEPT AUTOMOBILES	1.0	17.1	21.7	21.9	21.8	21.8	21.5
Locomotives	1	2	5	6	6	6	6
Car building, electric- and steam railroad	1	5	10	9	9	9	10
Aircraft and parts, excluding aircraft engines	1 5/	36	38	38	38	37	37
Aircraft engines	1 5/	25	31 2/	31	31	31	31
Shipbuilding	3/	4	9	10	10	10	10
Motorcycles, bicycles and parts	10	23	32	33	33	32	31
AUTOMOBILES	6.6	16.2	25.7 2/	25.8	25.3	24.4	24.0
NONFERROUS METALS AND THEIR PRODUCTS 6/	13.7	19.0	22.5 2/	22.7	22.6	22.4	22.5
Smelting and refining, primary, of nonferrous metals	3/	1	3	4	4	4	3
Alloying and rolling and drawing	4	16	19	19	19	19	19
Clocks and watches	45	52	53	54	54	55	56
Silverware and plated ware	22	31	32	33	31	31	30
Lighting equipment	26	27	37	38	36	36	36
Aluminum manufactures	10	10	18	18	18	18	18
LUMBER AND TIMBER BASIC PRODUCTS	.9	7.0	12.0	11.8	11.2	10.5	10.4
Sawmills and logging camps	1	5	10	9	9	8	9
Planing and plywood mills	1	12	20	19	18	16	16

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 3 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - October 1939, February 1943 and October 1943 through February 1944 Continued

Industry Group or Industry	1939	1943				1944	
	Oct. 1/	Feb.	Oct.	Nov.	Dec.	Jan.	Feb.
FURNITURE AND FINISHED LUMBER PRODUCTS	10.3	20.7	27.2	27.3	26.7	25.8	25.7
Mattresses and bedsprings	18	33	40	40	40	40	40
Furniture	6	19	27	27	26	25	25
Wooden boxes, other than cigar	8	22	27	26	26	25	25
Caskets and other morticians' goods	20	19	25	24	24	23	24
Wood preserving	3/	3	5	5	5	4	4
STONE, CLAY AND GLASS PRODUCTS	11.1	22.3	25.9	26.7	26.5	25.9	26.2
Glass and glassware	18	28	32	32	32	31	32
Cement	3/	2	3	3	3	3	3
Brick, tile and terra cotta	3	6	11	11	11	10	10
Pottery and related products	7/32	42	45 2/	46	45	45	45
Gypsum	3/	7	10	9	8	8	8
Wallboard, plaster (except gypsum) and mineral wool	1	10	19	19	20	20	19
Lime	3/	1	1	1	1	1	1
Abrasive wheels	16	34	38	38	38	37	37
Nondurable Goods							
TEXTILE-MILL PRODUCTS AND OTHER FIBER MANUFACTURES	43.4	49.0	50.7	50.8	50.8	50.6	50.5
Cotton manufactures, except small wares	38	44	46	46	46	46	46
Cotton small wares	53	60	64	64	64	63	62
Silk and rayon goods	50	56	58	58	58	58	58
Woolen and worsted manufactures, except dyeing and finishing	41	47	47	47	47	47	47
Hosiery	60	67	68	68	69	68	68
Knitted cloth	38	50	50	50	50	50	50
Knitted outerwear and knitted gloves	76	79	80	80	79	79	79
Knitted underwear	76	77	77	78	78	78	77
Dyeing and finishing textiles, including woolen and worsted	17	27	29	29	29	28	28
Carpets and rugs, wool	31	36	38	38	38	37	38
Cordage and twine	33	42	43	43	43	43	43
APPAREL AND OTHER FINISHED TEXTILE PRODUCTS	74.0	77.8	78.2	78.4	78.5	77.9	77.8
Men's clothing, not elsewhere classified	66	72	72	72	72	72	71
Shirts, collars and nightwear	88	88	89	89	89	89	89
Underwear and neckwear, men's	87	88	89	89	89	89	89
Work shirts	91	91	91	91	91	91	91
Women's clothing, not elsewhere classified	78	79	79	79	79	79	80
Corsets and allied garments	90	89	90	90	89	89	89

Table 3 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - October 1939, February 1943 and October 1943 through February 1944 Continued

Industry Group or Industry	1939	1943				1944	
	Oct. 1/	Feb.	Oct.	Nov.	Dec.	Jan.	Feb.
Millinery	69	71	71	69	71	71	72
Handkerchiefs	94	93	94	94	94	94	94
House furnishings, other than curtains, etc.	64	74	76	76	75	73	73
Textile bags	66	73	71	72	72	71	72
LEATHER AND LEATHER PRODUCTS	40.0	46.1	48.1	47.6	47.7	48.0	48.1
Leather	9	15	17	16	16	16	16
Boot and shoe cut stock and findings	30	34	36	36	37	36	36
Boots and shoes	45	52	55	55	55	55	55
Leather gloves and mittens	61	71	71	71	71	70	70
Trunks and suitcases	30	52	52	52	53	52	51
FOOD	28.4	25.8	30.6 2/	29.6	28.9	27.6	28.1
Slaughtering and meat packing	15	21	22	22	22	21	21
Condensed and evaporated milk	3	12	14	14	14	13	13
Ice cream	17	17	22	21	20	20	21
Flour	2	8	9	9	9	8	8
Cereal preparations	29	35	36	35	35	34	35
Baking	15	26	30	30	30	29	30
Sugar refining, cane	7	17	24	24	24	24	24
Sugar, beet	1	3	14 2/	13	12	10	10
Confectionery	67	62	64	65	64	63	64
Malt liquors	1	4	12	12	12	12	11
Canning and preserving	56	42	49	48	46	43	44
TOBACCO MANUFACTURES	66.9	67.2	66.9	67.4	66.7	66.2	66.3
Cigarettes	48	54	56	56	56	55	55
Cigars	80	80	80	80	80	80	80
Tobacco (chewing and smoking) and snuff	50	47	52	53	52	52	52
PAPER AND ALLIED PRODUCTS	24.0	30.5	33.2	33.4	33.0	32.5	32.3
Paper and pulp	8	14	16	16	16	16	15
Paper goods, other	35	46	48	49	49	49	49
Envelopes	56	57	58	59	58	58	58
Paper bags	51	52	54	53	53	51	51
Paper boxes	41	46	49	49	48	47	47
PRINTING, PUBLISHING AND ALLIED PRODUCTS	17.8	26.6	28.5	29.0	28.8	29.0	29.3
Newspapers and periodicals	8	10	10	10	10	10	10
Printing, book and job	23	35	37	38	38	38	38
Lithographing	22	32	37	37	37	36	35
Bookbinding	42	51	52	53	53	53	52
CHEMICALS AND ALLIED PRODUCTS	14.7	27.7	31.8	31.4	30.3	30.2	30.0
Paints, varnishes and colors	5	11	14	14	14	14	14
Drugs, medicines and insecticides	42	55	55	56	56	56	56
Perfumes and cosmetics	69	66	68	70	69	69	67
Soap	17	23	24	24	24	23	24
Rayon and allied products	26	30	36	37	36	36	36
Chemicals, not elsewhere classified	3	9	12	12	12	12	12
Ammunition, small-arms	32	45	50	49	48	47	47
Cottonseed oil	1	3	5	4	3	3	3
Fertilizers	3/	6	6	7	6	6	8

Table 3 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups-October 1939, February 1943 and October 1943 through February 1944 .Continued

Industry Group or Industry	1939	1943				1944	
	Oct. 1/	Feb.	Oct.	Nov.	Dec.	Jan.	Feb.
PRODUCTS OF PETROLEUM AND COAL	.3	3.0	6.5	7.0	7.0	7.1	7.2
Petroleum refining	3/	3	6	7	7	7	7
Roofing materials	1	4	13	13	13	12	12
RUBBER PRODUCTS	24.6	36.2	38.1	38.3	38.1	37.5	37.3
Rubber tires and inner tubes	14	29	30	30	30	29	29
Rubber goods, other	28	39	43	43	43	42	43
MISCELLANEOUS INDUSTRIES	36.6	42.4	46.1	46.7	46.0	45.7	46.1
Professional and scientific instruments and fire control equipment	15	39	43	43	42	42	42
Photographic apparatus	26	32	37	38	37	37	38
Optical instruments and opthalmic goods	33	41	43	43	43	43	43
Pianos, organs and parts	10	21	26	26	25	24	23
Games, toys and dolls	51	50	57	57	56	56	56

1/ Derived from data of the 1939 Census of Manufactures -"Persons employed in Manufacturing Establishments, by Sex", August 1941.
2/ Revised estimate for October
3/ Less than 1.
4/ Electrical machinery group revised for September to 47.3
5/ Derived from Census data by estimation.
6/ Nonferrous metals and their products group figures revised, June through September to: 21.1, 21.6, 21.7, 22.1.
7/ Pottery and related products revised for September to 44.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Migration

ADVANCE RELEASE ---- ADVANCE RELEASE

Harrington - 72805 NB-2368

OFFICE OF WAR INFORMATION

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ADVANCE RELEASE:
For Wednesday Morning Papers,
April 19, 1944

Migration of war workers into centers of war production has brought about a marked redistribution of population in this country during the last three and a half years, the Office of War Information reported today on the basis of information furnished by the Bureau of the Census, the War Manpower Commission, National Selective Service Headquarters, and the War Production Board.

Bureau of the Census estimates, based on registrations for War Ration Book Four, show that 469 counties throughout the country registered increases in population between April 1, 1940, and November 1, 1943. Of these, 152 recorded gains of 15 per cent or more. During this same period, 2,620 other counties recorded decreases in population. The estimates covered all counties for which separate registration figures were available. For a few counties, the figures were combined with other counties.

The 469 counties which registered an increase in population had a total gain in population of 4,857,885. This figure may be taken as the minimum number of persons who migrated from one place to another, according to the Bureau of the Census, because in none of these areas would the natural increase be as great as the loss to the armed forces. In addition, uncounted numbers of persons have changed location several times.

The 2,620 counties which registered decreases in population had an aggregate loss of 8,879,105.

Number of births in this country between April 1, 1940, and November 1, 1943, was approximately 9,604,000. Deaths numbered 4,993,000. Approximately 9,500,000 men, a 138,000 women, were drawn into the armed services. Thus the number of births exceeded the number of deaths sufficiently to make up about half of the losses through induction. The civilian population decreased from 131,329,104 to 127,307,884, a net loss of approximately 4,000,000 or 3.1 per cent.

The counties which gained in population were consistently those which have war plants or, to a lesser degree, military establishments. In general, metropolitan areas showed a more rapid rate of growth, indicating a wartime trend from rural to city areas. Most significant national trend was away from the Northeast Atlantic states and into the West Coast states. New York State, alone, lost 1,001,238 people; California gained 1,013,629.

(Over)

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The War Manpower Commission points out that, in general, migration of workers has taken place from areas of labor surplus or of limited war production into areas of intense war activity.

WMC reports that the trends of shifting from states and areas of few job opportunities into areas which had a high demand for workers have taken place chiefly in three directions: toward the West Coast; toward WMC Region V (Ohio, Michigan and Kentucky, particularly Michigan) and, to a lesser extent, toward Regions I and II (the North Atlantic Seaboard.) Shifts have also occurred within regions from one state to another and from one community to another. The trend has been away from such areas of limited industrial activity as the whole midwestern area (North and South Dakota, Minnesota, Nebraska, Iowa, Kansas, Missouri, Oklahoma, Arkansas, Louisiana, Texas, and New Mexico). Some of the early "surplus" areas, like Kentucky, have now been stripped of their labor surpluses. Others, like North Carolina, have acquired war industries of their own, and the attendant demand for workers has brought many migrated workers back home.

Recently there have been instances of workers released from war jobs by closing of plants or termination of contracts who have shown a reluctance to move to other more critical areas, even though opportunities for other war jobs in the locality were limited. These have been chiefly cases where the plants were located in communities of little labor stringency, where the labor force was made up in large part of local residents with established homes.

In some instances in-and-out migrations have occurred simultaneously. At the same time that workers were pouring into an area where workers were in high demand, others have been leaving the same area to seek new opportunities elsewhere. At present, some areas are beginning to note an excessive out-migration rate as workers leave to go back home, to search for work where living and working conditions are better, or, on the premature assumption that the war will soon be over, to attempt to line up permanent jobs before the war ends. Men facing induction often move their families "back home" before entering the armed forces.

Richmond, Calif., reports that applications for extra gasoline allotments show that 10,000 workers are leaving the area each month. Several reasons are advanced for this exodus, chief of which is the idea that the shipbuilding program is "over the hump". Recent return of the shipyards to a six-day week created the impression among many workers that their services were no longer urgently needed. The reduction of take-home pay accompanying curtailment of overtime also resulted in some quits. Just previously, USES had stopped recruiting, as a result of let-up in immediate demand for labor, and, though recruiting was soon resumed, the cessation contributed to the impression that workers were not needed. Finally, a series of disastrous fires in war housing units frightened off many workers.

In Buffalo, N. Y., an estimated out-migration of 1,500 workers a month during recent months was reported. Loss of men to the armed services accounted for part of the moves. Optimistic reaction toward war news and talk of post-war reconversion were also blamed for loss of workers, many of whom - particularly women - were reported to have left to take non-war jobs or return to their homes.

In Baltimore, Md., an area of intense industrial activity where several thousand workers are needed at present to fill current demands, WMC officials estimate that between 15,000 and 20,000 workers have left during recent months. The number of workers entering the area each month just about balances the number of workers leaving, according to WMC. During the last six months of 1943, and for the first two months of this year, workers left at a rate of slightly less than 5,000 a month. The number of workers entering the area to take jobs declined to 4,300 in January and 3,416 in February. Reasons advanced for leaving, among those interviewed by the USES, were health, conditions of family, draft calls, and desire to return home, in many cases stimulated by reports from friends that new jobs were opening up at home. This is particularly true of workers from North Carolina, who have learned that opportunities are now available there.

Reports from 137 employers in war plants in Baltimore and vicinity indicate that during the last six months of 1943 109,000 workers were hired and 108,400 lost for a net gain of 600.

WMC is conducting an intensive recruitment campaign throughout Region IV (Maryland, Virginia, West Virginia, North Carolina and the District of Columbia) to obtain 300,000 workers for essential industries. About 60,000 of these are to be recruited, if possible, from areas of less stringent demand in the region by means of USES facilities and mobile recruiting units. They will constitute "in-migrants" into stringent areas. The balance is to be obtained from local sources and transfers from less-essential jobs.

Detroit, Mich., the No. 1 war production area in terms of war contracts, has experienced a leveling off of in-migrations, but out-migrations are increasing, though not to the extent that they exceed the number of persons coming in. Estimates compiled by USES show that in-migrations, computed on the basis of job-applications from new arrivals, declined from 12,863 in August to 6,726 in January. Out-migrations--of which only a partial record is available, based on the number of requests for releases permitting applicants to take jobs elsewhere--increased from 3,082 in August to 5,017 in January. The relative increase is shown by the fact that in August out-migrations were 24 per cent of in-migrations; in January they were 74.6 per cent.

In Chicago, Ill., the history of other war centers has been reversed. In the beginning, when war activity was relatively limited there, many Chicago workers migrated to the West Coast shipyards and other places of expanding production. With the increase of war production in Chicago and consequent increased demand for workers, almost all unemployed in the area were absorbed and workers were asked to switch from less essential to war jobs. Late in 1943 the manpower situation became so critical in suburban areas of Chicago in which steel and refining industry are concentrated that the South Chicago area was classified as a Group I area (area of acute labor shortage). On February 1 of this year, the situation in the entire Chicago region became so critical that it was declared a Group I area. In recent months, the increased stringency of manpower has opened up opportunities for in-migrant workers as well as intensifying the demand for local workers.

New York City has been, throughout the war, a labor surplus area and has been a source of supply for workers in more critical areas in other parts of the country. The Bureau of the Census reports a population decrease of 820,644 (7.1 per cent) between April 1, 1940, and November 1, 1943, in the metropolitan area of New York, which includes adjacent counties in New York and New Jersey.

The existence of a large pool of unemployment in New York has derived chiefly from the fact, WMC explains, that the city has always been a center of many types of activity - like consumer goods, novelties, trades and services - which were particularly hard hit by the war. War activity in New York has gradually increased, however. At present, the city stands fifth among the nation's metropolitan areas in total war contracts and facilities, according to War Production Board statistics. Expanded war activity has taken up most of the slack of New York's unemployment, which, estimated at 400,000 at the beginning of the war, has now declined to no more than 50,000. Within the area, migration of workers to New Jersey has reversed the former tendency of workers to commute from New Jersey and Connecticut into the city. WMC estimates that, from January to July, 1944, an additional 10,000 persons from New York will take jobs in New Jersey.

Several major shifts in population are revealed by the Bureau of the Census figures. By far the greatest increase occurred on the West Coast. Washington, Oregon, and California recorded a combined gain of 1,284,115 or 13.3 per cent, of which population increases in California represented the biggest portion - 1,013,629 or 14.8 per cent. Nine other states recorded increases in population - Connecticut, Michigan, Delaware, Maryland, Virginia, Florida, Arizona, Utah, and Nevada - and the District of Columbia.

(over)

The South Atlantic States of Delaware, Maryland, Virginia, West Virginia, North and South Carolina, Georgia, and Florida and the District of Columbia showed a slight decline of 22,235 or 0.1 per cent. However, certain sections of this division - particularly shipbuilding centers along the seaboard and gulf coast - registered population gains and Delaware, Virginia, Maryland, Florida and the District of Columbia were among those showing increases in population. For the division as a whole, these gains were offset by population losses in other, less industrial, area.

In this region, increased war activity in a few metropolitan areas, such as Washington, Baltimore, and Norfolk, has brought about increases in population. In Florida, shipbuilding activity has attracted workers to a few cities like Tampa and Jacksonville but, in general, increases have resulted from civilian activities connected with extensive military establishments.

The remaining seven regions all lost population, particularly the Middle Atlantic States of New York, New Jersey, and Pennsylvania, which recorded a total decrease of 1,697,164 or 6.2 per cent, and the West North Central States (Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, and Kansas) which had an aggregate loss of 1,239,047 or 9.2 per cent. Other states which showed marked declines were Vermont (11.5 per cent), Maine (7.3), New Hampshire (7.7), West Virginia (8.9), Kentucky (10.1), Arkansas (10.9), Oklahoma (14.7), Montana (15.8), Idaho (9.8), New Mexico (7.6), and New York (7.4).

Among metropolitan areas (the Bureau of the Census includes in its tabulation of metropolitan areas both the city and the county or counties affected by its industrial activity) the largest influx of people, on a numerical basis, is recorded for Los Angeles, Calif., where the population increased by 378,292. Other metropolitan areas which showed marked expansion were Detroit, Mich., which recorded an increase of 258,292; Norfolk, Va., 183,559; Baltimore, Md., 134,215; and San Diego, Calif., 118,490.

Some of the largest rates of growth, percentage-wise, were recorded by non-metropolitan counties swollen far beyond normal size by wartime activity. Among these were Mineral County, Nev., which has a basic magnesium plant, a naval ammunition depot and an airport - 572.4 per cent; Las Vegas, Nev., another magnesium center - 122.4; Orange County, Texas, a shipbuilding center - 163.3; Bay County (Panama City) Fla., another shipbuilding center - 116.6; Moore County, Texas 116.1. Exceptionally high increases were also recorded by Warwick County, Va. - part of the Norfolk-Hampton Roads Area - which gained 198.7 per cent; Contra Costa County (Richmond), Calif., a shipbuilding center - 117.7; and Kitsap County, Wash., site of one of the country's largest Navy yards - 113.1. Independence County, Calif., (122.7) is an example of expansion resulting from establishment of a military training area.

(A list of counties which showed the greatest per cent of increase is appended)

Of the metropolitan counties showing a general exodus of workers, as men and women left to search for more lucrative jobs elsewhere, Scranton-Wilkes Barre (Lackawanna and Luzerne Counties), Pa., recorded the heaviest loss (21.3 per cent.) Next in order was St. Joseph (Buchanan Co.), Mo. - 15 per cent, followed by Sioux City (Woodbury Co.), Iowa, 13.4 per cent; Atlantic City (Atlantic Co.), N.J., 13.3 per cent , and Winston-Salem (Forsythe Co.), N.C., 13.2 per cent. The Pittsburgh area - which embraces Allegheny, Fayette, Washington and Westmoreland Counties - lost 116,666 people or 7.8 per cent of its population.

(A list of 26 metropolitan county groups which suffered heavy population losses is appended).

The correlation between population shifts and distribution of war contracts and facilities may be traced, in some measure, from WPB studies showing the impact of war production on various regions.

Areas which lead in wartime industrial activity are: the east north central States of Illinois, Michigan, and Ohio, and the middle atlantic States (New York, New Jersey and Pennsylvania). Both of these regions were well-developed industrial areas before the war with factories that could be readily converted and nucleus work forces on hand. This is also true of the southern New England States, another area where war production is paramount.

But, after the initial phases of conversion were passed, location of war production facilities was spread out into a number of areas where large-scale industrial activity was relatively new. This was done partly to effect a somewhat more widespread distribution of industry, partly - in the case of inland facilities - to establish war plants in areas less susceptible to bombing attack. Chief among these developing industrial areas was the West Coast, where industrial activity accelerated rapidly as a result of increased ship and plane construction and basic metal production. Other new industrial areas are the Texas-Louisiana Gulf Region, marked by development of new chemical and metal industries, the Tennessee Valley, and the Southern Atlantic and Gulf Coast States. Rapid expansion of shipbuilding in certain centers like Baltimore, Md.; Norfolk-Newport News, Va.; Mobile, Ala.; Pascagoula, Miss.; and Orange-Beaumont, Texas, has given new industrial significance to these southern areas. In comparison with pre-war manufacturing operations, establishment of war production facilities in Texas, Alabama, Louisiana, and West Virginia has also had considerable impact. Location of seven aircraft centers in the Plains States (at Omaha, Wichita, Kansas City, Tulsa, Oklahoma City, Dallas, and Fort Worth) has brought industrial activity to this normally non-industrial region.

On the whole, metropolitan areas have received the bulk of war contracts and facilities. Of the 20 cities which head the list compiled by the War Production Board of industrial urban areas in which contracts for war supplies and facilities have been concentrated, 13 show an increase in population between April, 1940, and November, 1943, as shown on the Census Bureau tables of population of metropolitan counties.

These are: Detroit, Mich.; Los Angeles, San Francisco and San Diego, Calif.; Philadelphia, Pa.; Cleveland, Ohio; Buffalo, N. Y.; Seattle-Tacoma, Wash.; Baltimore, Md.; Hartford, Conn.; St. Louis and Kansas City, Mo.; and Indianapolis, Ind.

Industrial areas with large war contracts which did not show an increase in population are: Chicago, which lost 66,200 or 1.4 per cent of its population; the New York metropolitan area, which lost 820,644, or 7.1 per cent of its population; Boston, where a loss of 143,737, or 5.1 per cent, was recorded; Albany, N. Y., which lost 18,942, or 4.1 per cent, and Milwaukee, Wis., with a loss of 4,664 or 0.6 per cent; Nassau, N. Y., and Newark-Jersey City, N. J., which are among the areas of high industrial activity listed by WPB, are included in the New York area by the Bureau of the Census.

All of these areas had sufficient unemployed or persons employed in non-essential activities to cushion the immediate effects of an expanded industrial program and in fact lost large numbers of workers through out-migration because the demand for workers in the area did not appear to be enough to take care of the number seeking employment.

(Over)

(A list of the twenty areas which have received the largest amount of war contracts for facilities and supplies is appended).

The War Manpower Commission reports that migration of workers has been an essential factor in meeting the tremendous manpower demands of the war production areas. To facilitate transfer of workers from areas of little demand to those in which they are badly needed, WMC has established an inter-regional clearance procedure, under which employers, who met standards precedent to clearance through local USES offices and facilities, can recruit workers in other areas, states or regions of labor surplus or less stringency.

Concrete examples are cited by WMC of inter-regional recruitments carried on through USES offices.

1. WMC reports that approximately one million workers have been recruited for war plants in Region XII (Washington, Oregon, California, and Nevada) through USES offices in labor surplus areas within the region and from other regions. More than 800,000 workers have come into the region to take jobs, and an additional estimated 250,000 have switched from other less active localities within the region.

In addition, the region recruited skilled workers for work in Alaska and Hawaii.

2. Region IX (Arkansas, Kansas, Missouri, Oklahoma) reported that approximately 50,000 workers were sent out of the region in 1943 in response to orders received from employers in other sections of the country, particularly the West Coast. In addition, unchanneled migrations occurred, as vast numbers of workers headed West in response to the lure of attractive wage rates, in spite of housing shortages and other deterring factors.

During one week, 1,600 workers were reported to have left Region IX to take jobs with a West Coast employer.

3. When approximately 25,000 skilled workers were needed for construction of the Alcan Highway and related projects in Alaska, they were recruited for the most part in Region VIII (Iowa, Nebraska, Minnesota, North and South Dakota) Region VI (Wis., Ill., and Ind.,) and in Region XI (Wyoming, Utah, Idaho, Montana, Colorado) by the USES.

4. To obtain workers for the Willow Run plant at Ypsilanti, Mich., the Ford Company by arrangements with WMC sent representatives into areas where labor surpluses were reported to recruit workers. Recruitment campaigns were carried on in New York, Indiana, Wisconsin, Alabama, Florida, Georgia, Mississippi, South Carolina, Tennessee, Iowa, Minnesota, Nebraska, North and South Dakota, Arkansas, Kansas, Missouri, Oklahoma, Louisiana, New Mexico and Texas.

5. When 28,000 construction workers were released in Washington, D. C., the area received interregional clearance orders from West Coast shipyards and Pennsylvania steel mills. Systematic campaigns were conducted, by newspaper, radio, and poster, to interest workers in moving. Union business agents, at their meetings, directed unemployed members to USES. Approximately 8,500 workers were recruited, of whom 5,300 went to West Coast shipyards or Navy overseas establishments, 1,500 to Pittsburgh steel mills, and 1,700 elsewhere.

6. In Region V (Ohio, Michigan, Kentucky) when construction workers were released by completion of a contract, more than 500 skilled men were recruited for work elsewhere. In Kentucky, a number of agricultural workers, free in the winter time, were referred to a Tennessee employer. Regional officials report, however, that "aimless or random in-migration" accounted for the filling of most of the job needs in Region V.

7. At present, employers in Niagara Falls with heavy labor jobs have been "cleared" by the WMC into Alabama and Mississippi to recruit workers.

8. In New Mexico, 3,000 Navajo Indians, never before separated from their normal surroundings, were recruited for railroad jobs and for sheepherding jobs in Colorado and Wyoming.

Presumably the end of the war will be followed by another great shifting of population, in reverse, WMC officials say.

Judging from what happened after the last war, however, thousands of workers may be expected to remain where they are, taking their chances on unemployment if need be, because, once settled, they are loath to pull up roots again or because they like their new location and new type of work. Under any circumstances, the final effect of wartime and post-war moves will be a general re-sorting of population that will leave its marks on the country for years to come.

List of Counties showing rates of increase (10 percent and over) in civilian population
APRIL 1940 - NOVEMBER 1943

Chief City (County)	State		Per cent increase
——— (Mineral)	Nevada		572.4
Independence (Inyo)	California		122.7
*Las Vegas (Clark)	Nevada		122.4
*Panama City (Bay)	Florida		116.6
Dumas (Moore)	Texas		116.1
Prosser (Benton)	Washington		102.9
Twin Falls (Jerome)	Idaho		93.1
*Brunswick (Glynn)	Georgia		91.1
*Pascagoula (Jackson)	Mississippi		85.1
Cody (Park)	Wyoming		83.5
Robbinsville (Graham)	North Carolina		81.9
Yuma (Yuma)	Arizona		81.0
Tahoka (Lynn)	Texas		73.8
Levelland (Hockley)	"		71.1
Wilmington (New Hanover)	North Carolina		65.0
Fillmore (Millard)	Utah		64.3
Alturas (Modoc)	California		63.7
*Mobile (Mobile)	Alabama		60.9
Norfolk Area	Virginia		57.1
*(Warwick)	"	198.7	
*Elizabeth City, Hampton City	"	99.9	
*Norfolk City, Portsmouth City, South Norfolk City	"	50.8	
*Newport News City	"	42.8	
(Princess Anne)		30.7	
*San Diego (San Diego)	California		42.9
*Charleston (Charleston)	South Carolina		37.5
*Wichita (Sedgwick)	Kansas		36.0
Savannah (Chatham)	Georgia		28.9
Washington, D. C., Area			27.8
(Arlington)	Virginia	54.6	
Alexandria City	"	53.8	
(Fairfax)	"	39.2	
(Prince Georges)	Maryland	31.9	

(over)

Chief City (County)	State	Per cent	increase
*Washington City	D. C.	24.2	
(Montgomery)	Maryland	24.1	
*San Francisco Area	California		26.0
(Contra Costa)	"	117.7	
(Solano)	"	102.8	
(Marin)	"	44.5	
(San Mateo)	"	22.2	
(Alameda)	"	21.3	
*Portland Area	Oregon		24.0
*Vancouver (Clark)	Washington	98.3	
*(Multnomah)	Oregon	26.2	
Beaumont Area	Texas		22.7
(Orange)	"	163.3	
*(Jefferson)	"	22.7	
Corpus Christi (Nueces)	"		22.4
Columbus Area	Georgia		22.2
*(Muscogee)	"	28.9	
Columbus City	"	22.2	
*Macon (Bibb)	"		21.5
*Tacoma (Pierce)	Washington		20.6
Fort Worth (Tarrant)	Texas		18.8
Galveston Area	"		18.2
(Brazoria)	"	71.8	
*Galveston City	"	18.2	
*Seattle Area	Washington		18.2
*Bremerton-Port Orchard (Kitsap)	"	113.1	
*(King)	"	18.2	
Jacksonville (Duval)	Florida		16.6
San Antonio (Bexar)	Texas		15.3
Charleston (Kanawha)	West Virgina		14.7
Dayton Area	Ohio		14.6
(Greene)	"	25.1	
(Montgomery)	"	14.6	
Evansville Area	Indiana		14.1
(Vanderburgh)	"	15.7	
Houston (Harris)	Texas		13.7
*Stockton (San Joaquin)	California		13.1
*Los Angeles Area	"		13.0
(Orange)	"	17.2	
(Los Angeles)	"	12.8	
Louisville (Jefferson)	Kentucky		12.7
Baltimore Area	Maryland		12.5
(Baltimore)	"	30.8	
(Anne Arundel)	"	25.5	
*Baltimore City	"	8.3	
Columbia (Richland)	South Carolina		11.8
San Jose (Santa Clara)	California		11.3
Dallas (Dallas)	Texas		11.2
Tampa - St. Petersburg (Hillsborough, Pinellas)	Florida		10.8
Sacramento (Sacramento)	California		10.8
Phoenix (Maricopa)	Arizona		10.7
Tulsa (Tulsa)	Oklahoma		10.3
*Detroit Area	Michigan		10.0
(Macomb)	"	32.2	
(Oakland)	"	17.0	
(Wayne)	"	8.0	
Miami (Dade)	Florida		10.0

* Group I labor shortage areas as of March 1, 1944

* Source - Bureau of the Census

* AREAS WHICH HAVE LOST MOST HEAVILY IN POPULATION

Chief City and County or Counties Covered	Per Cent of Loss
Scranton-Wilkes Barre (Lackawanna & Luzerne) Pa.	21.3
St. Joseph (Buchanan) Mo.	15.0
Sioux City (Woodbury) Iowa	13.4
Atlantic City (Atlantic) N. J.	13.3
Winston Salem (Forsythe) N. C.	13.1
Wheeling (Brooke, Marshall and Ohio) W. Va.	12.8
Johnston(Cambria) Pa.	12.2
Asheville (Buncome) N. C.	10.4
Altoona (Blair) Pa.	10.2
Duluth (St. Louis) Minn. and Superior (Douglas) Wis.	9.9
Huntington (Cabell) W. Va. and Ashland (Boyd) Ky.; Lawrence County, Ohio	9.4
Terre Haute (Vigo) Ind.	9.1
Pittsburgh (Allegheny, Fayette, Washington, Westmoreland) Pa.	7.8
Reading (Berks) Pa.	7.8
New York, N. Y., and Northeastern New Jersey (Bronx, Kings, Nassau, New York, Queens, Richmond, Rockland and Westchester, N. Y.; Bergen, Essex, Hudson, Middlesex, Monmouth, Morris, Passaic and Union, N. J.)	7.1
Topeka (Shawnee) Kansas	7.1
Shreveport (Caddo Parish) La.	7.0
Roanoke (Roanoke City, Roanoke County) Va.	6.6
Worchester (Worchester) Mass.	6.2
Fall River (Bristol) Mass.	6.1
Grand Rapids (Kent) Mich.	6.1
Manchester (Hillsborough) N. H.	6.1
Springfield (Greene) Mo.	5.8
Peoria (Peoria and Tazewell) Ill.	5.8
Boston (Essex, Middlesex, Norfolk, Plymouth, Suffolk) Mass.	5.1
Lancaster (Lancaster) Pa.	5.1
Waterloo (Black Hawk) Iowa	5.0

* Source - Bureau of the Census.

(Over)

*LIST OF TWENTY METROPOLITAN AREAS WITH MOST WAR SUPPLY CONTRACTS AND FACILITY PROJECTS

Cumulative through December 1943

I. In order of Value of War Supply Contracts:

Industrial Area and Predominant Industry	Total Value of War Supply Contracts
1. Detroit, Mich. (aircraft, ordnance, other)	$11,949,169
2. Los Angeles, Calif. (aircraft, ships)	8,090,183
3. Newark-Jersey City, N.J. (ships, other)	7,881,149
4. Chicago, Ill. (ordnance, aircraft, other)	7,711,493
5. New York, N. Y. (ordnance, other)	4,560,091
6. Philadelphia, Pa. (ships, other)	4,417,682
7. Cleveland, Ohio (ships, aircraft, ordnance)	4,162,315
8. Buffalo, N. Y. (aircraft)	3,460,145
9. Seattle-Tacoma, Wash. (aircraft, ships)	3,421,605
10. Baltimore, Md. (aircraft, ships, other)	3,350,782
11. Boston, Mass. (ships, other)	2,865,466
12. San Diego, Calif. (aircraft)	2,679,659
13. San Francisco, Calif. (ships)	2,651,022
14. Hartford, Conn. (aircraft, ordnance)	2,491,215
15. Nassau, N. Y. (aircraft)	2,200,060
16. Milwaukee, Wis. (ordnance, aircraft, other)	1,992,454
17. Albany-Schenectady-Troy, N.Y. (ordnance, other)	1,788,612
18. Indianapolis, Ind. (aircraft)	1,765,534
19. Kansas City, Mo. (aircraft)	1,683,296
20. St. Louis, Mo. (ordnance)	1,669,683

II. In order of Value of Facility Projects

1. Chicago, Ill.	$981,181
2. Detroit, Mich.	577,359
3. San Francisco - Oakland, Calif.	477,990
4. Philadelphia, Pa.	477,206
5. Newark-Jersey City, N.J.	477,026
6. Los Angeles, Calif.	413,881
7. New York, N. Y.	403,373
8. St. Louis, Mo.	362,329
9. Buffalo, N. Y.	288,823
10. Boston, Mass.	277,442
11. Cleveland, Ohio	252,359
12. Milwaukee, Wis.	227,657
13. Seattle-Tacoma, Wash.	201,630
14. San Diego, Calif.	191,259
15. Kansas City, Mo.	190,401
16. Indianapolis, Ind.	161,160
17. Baltimore, Md.	152,548
18. Hartford, Conn.	122,282
19. Nassau, N. Y.	90,048
20. Albany, Schenectady, Troy, N. Y.	74,887

III. In order of combined total of War Supply Contracts and Facility Projects.

Detroit, Mich.	12,526,528
Chicago, Ill.	8,692,674
Los Angeles, Calif.	8,504,064
Newark - Jersey City, N. J.	8,358,175
New York, N. Y.	4,963,464
Philadelphia, Pa.	4,894,888
Cleveland, Ohio	4,414,674
Buffalo, N. Y.	3,748,968
Seattle, - Tacoma, Wash.	3,623,235
San Francisco - Oakland, Calif.	3,129,012
Baltimore, Md.	3,503,330
Boston, Mass.	3,142,908
San Diego, Calif.	2,870,898
Hartford, Conn.	2,613,497
Nassau, N. Y.	2,290,108
Milwaukee, Wis.	2,220,111
St. Louis, Mo.	2,032,012
Indianapolis, Ind.	1,926,694
Kansas City, Mo.	1,873,697
Albany, Schenectady, Troy, N.Y.	1,863,499

* Source - War Production Board

END OF ADVANCE RELEASE: For WEDNESDAY MORNING Papers, April 19, 1944.

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OFFICE OF WAR INFORMATION

CORRECTION

NB-2368-A

In the Office of War Information release NB 2368, advance release for Wednesday Morning Papers, April 19, 1944, all tabulations on Page 10 are in terms of thousands of dollars. The heading at the top of the three tabulations should read "LIST OF TWENTY METROPOLITAN AREAS WITH MOST WAR SUPPLY CONTRACTS AND FACILITY PROJECTS-Cumulative through December 1943 (Thousands of Dollars)

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ADVANCE RELEASE ---------- ADVANCE RELEASE

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WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Tuesday Morning Papers,
April 18, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

The War Manpower Commission today begins the third year of its service to the nation, charged with the task of continuing to supply industry with workers needed to help the armed forces win a speedy victory.

"We face this tremendous task with confidence and with a measure of pride in our accomplishments. We also know that our greatest efforts lie ahead," Paul V. McNutt, WMC chairman, said in reviewing the agency's accomplishments for the past two years.

"When WMC was created on April 18, 1942, there were 3,000,000 men in our military forces, while the workers of the nation numbered 51,400,000. Today there are approximately 11,000,000 persons in our military machine while our total civilian labor force has risen during the same period to 51,500,000.

"The men and women needed to replace the millions drawn into the military forces have been recruited and trained under an orderly voluntary system. We have hired 4,300,000 persons who were idle at the beginning of 1942. We have induced 3,500,000 patriotic women not normally in our labor force to take war-useful jobs. We have recruited 2,000,000 additional part-time workers or others who in normal peace time would not be considered eligible for jobs.

"Results of these efforts are apparent in the amazing record of production which this country has made since we were attacked at Pearl Harbor. Manpower was supplied for this gigantic production in the face of the withdrawal of millions of our best workers for service in the armed forces.

"Much of the hiring has been done through WMC's United States Employment Service offices, 1500 of them scattered throughout the country. In the year 1943 these offices found jobs for 9,393,196 workers, compared with placements of 6,919,892 in 1942. Of those hired in 1943, a total of 3,347,844, or 35.6 per cent, were women. These were non-agricultural placements.

"Employers, labor organizations and other groups aided in finding the workers we needed to keep our plants in full scale production, to grow and process food needed for ourselves and for our allies. Total placements in jobs, using all these sources, numbered 5,110,000 workers in non-agricultural employment and 1,795,000 in agriculture in the last six months of 1943.

"During the same period of our recruitment we have been able to hold many workers on their jobs, thus cutting down turnover which wastes time and migration, which brings hardship to families and to communities. Employment stabilization plans, administered by local management-labor committees, are now in effect in 161 areas throughout the country.

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"In the last four months of 1943, there were 2,137,847 workers who asked USES offices for Statements of Availability, so that they could change jobs. Of these requests 1,350,202, or 65 per cent were granted, 372,293, or 17 per cent, were denied and the others were disposed of in some other manner, such as withdrawal of the application.

"Many persons who visited the USES offices to discuss changing to other jobs were shown that it was to their advantage and to that of the war effort to stay where they were if they were doing essential work. More than 1,700,000 persons did stay on jobs they had planned to leave as a result of this activity of WMC.

"Training of new workers and special classes planned to fit men and women to take better jobs in their own places of employment continued on a large scale during the latter half of 1943. In that period 1,632,134 new enrollments took place in vocational school classes while 1,708,522 persons completed their courses of training. Training-Within-Industry courses were completed by 391,720 workers, while apprentice training service was given in more than 4,750 industrial plants.

"As a result of utilization studies made in more than 2,000 plants and through efforts of the USES offices more than 1,350,000 workers were sent to better jobs in the last half of 1943. All of these programs are being continued, all are proving their worth to our total war effort.

"Other steps have been taken to meet manpower problems in areas of critical labor shortage. In some employment ceilings have been adopted, with working forces frozen at a level agreed upon after careful study. In others, manpower priorities committees have been set up to send available labor to those plants in which the need is greatest.

"Our task which lies ahead is the greatest we have yet faced. In the first half of this year, we must find 900,000 additional workers to replace men and women entering the armed forces and to increase the personnel of some of our vital industries. We have long since reached the bottom of the manpower barrel but this cannot prevent us from facing our obligation to get these workers somehow.

"To date, WMC has supplied the nation with the manpower it has needed to produce the goods of war and at the same time turn out necessary civilian materials. With the continued cooperation of management, labor, the public and other agencies of government we shall supply the manpower we must have to win a complete and lasting victory.

"We know that we must hav a blueprint for an orderly demobilization of the men in our armed forces, an orderly demobilization of our workers in war industries, and an orderly reconversion of our war plants to civilian production. When our veterans come home we cannotrisk turning them all loose simultaneously in a mad scramble for jobs in a suddenly deflated labor market. That is what we did for some four million veterans in 1919 with disastrous results. We dare notrisk it again with eleven million.

"By the same token we must plan our reconversion to civilian production in such a way as will provide a job not only for each returning veteran but also for each demobilized war worker. We must carry the process forward step by step to maintain a balance by a flow of orders with the same over-all strategy which marks the direction of a major military campaign. The mobilization for peace will not be easy. But it need not be more difficult than our mobilization for war. It is to this task that WMC looks forward with confidence," Mr. McNutt concluded.

END OF ADVANCE RELEASE: For TUESDAY MORNING Papers, April 18, 1944.

Miss Mannin

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Franklin--2994 NB-2370

OFFICE OF WAR INFORMATION

The attached report, prepared by the Office of War Information, is designed to meet the various needs of editors, writers, commentators, broadcasters, photographers, and others concerned with presenting the news. It may be reproduced in its entirety, excerpted, condensed or used as background and reference material.

ADVANCE RELEASE:
For Monday Afternoon Papers,
April 17, 1944

Effects of so-called "cutbacks" and other war production adjustments on the employment of women in a number of labor surplus areas are shown in a report issued today by the Office of War Information.

Information was obtained principally from the Bureau of Labor Statistics, Department of Labor, which sent field representatives into a sample of Group III and IV (labor surplus) areas where contract cancellations and production reductions had been ordered in recent months. These field trips were made primarily to study the community impact of war contract cancellations, but indicated that contract cancellations and other production adjustments were especially significant in relation to the employment of women. Reports made by the United States Employment Service to the War Manpower Commission also provided data on the impact of such production changes on the employment of women.

The field trips were made to:

1. St. Louis industrial area, including St. Louis, Weldon Springs and St. Louis County, Mo.

2. Western New York and Pennsylvania--Jamestown and Dunkirk, N. Y., and Meadville and Butler, Pa.

3. Northeastern Pennsylvania--Wilkes-Barre, Williamsport, and Berwick, Pa.

4. Tennessee and Virginia--Memphis, Nashville and Chattanooga, Tenn., and Radford and Dublin, Va.

No trips were made to Group I or Group II (labor shortage) areas on the assumption that the impact of "cutbacks" in such places would be slight.

In a few instances, working hours were reduced after a contract cancellation in order to spread the remaining employment among more persons. As a general rule, however, working schedules were not changed, and the workers made idle by a productive shift were released for other employment.

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Usually, the laid-off workers quickly found other jobs, but many of them, both men and women, had to accept reductions in pay below that they had earned in ordnance plants. This frequently entailed less reluctance than might have been anticipated. Contract cancellations or reductions within an area caused workers generally to feel less secure in war jobs, and made positions with post-war possibilities seem more attractive, even at lower rates of pay. However, such considerations are probably less important in the case of women who regard themselves as workers for the duration than for those who will continue to be chief support for the family.

In virtually every case where employment declined because of a "cutback", a number of women released did not seek other work but dropped out of the labor market. Other workers, especially women, did not seek immediate re-employment but stayed at home for a period to obtain a "much needed rest." In the smaller communities, it was usually reported that some of the affected individuals, less frequently women, had migrated from the area to seek employment elsewhere. This occurred even where some local jobs were available.

In general, the adjustments to such production changes seemed to take place fairly rapidly. The unemployment resulting was usually small, and a part of this appeared to be caused principally by reluctance to accept jobs at lower wage rates than those which had been paid in the war plants. Neither the communities nor any substantial number of workers seemed to suffer greatly. A general conclusion of the BLS surveyors was that even in Group III and Group IV areas there were definite shortages of certain types of workers.

In many of the towns visited, rumors of "cutbacks" were circulated in advance of specific announcements and these rumors usually greatly exaggerated the actual extent of the reduction in production and employment. Such rumors adversely affected morale and made difficult the maintenance of production on a satisfactory basis.

The impact of so-called "cutbacks" on the employment of women in the different areas is indicated below:

ST. LOUIS---In the St. Louis area, which straddles the Mississippi River to include Madison and St. Clair Counties in Illinois, as well as St. Louis County, Mo., women retired from the labor market in large numbers when the ordnance plants were cut back late in 1943.

Within a month of being laid off at a Forest Park plant, 1,000 women were notified work was available at another plant operated by the same management. There was to be no change in pay rates. But less than one out of four of the women responded. In comparison, two out of five men called back returned to ordnance work.

Some of the women who failed to return to work undoubtedly had other jobs or prospects, but USES felt that a larger proportion did not respond because "they either had left the area or were no longer interested in working."

Another possible reason for the poor response was that the call back occurred during December and the women may have been "resting" over the Christmas holidays.

Negro women who were laid off at the ordnance plants found it especially difficult to get other industrial employment, the report states. The ordnance plants are among the few industrial establishments in the area which accept Negro women.

Skills developed in ordnance are not generally transferrable to other industries, as a result of which many of the dismissed women found new employment only by taking pay cuts. In many instances, women went from rates of 85 to 90 cents per hour down to 45 or 50 cents.

Claim loads of the Unemployment Compensation Commission, which include weekly repeat visits as well as new claims, had been 600 per week before the lay-off and rose to 1,500 per week during the lay-off. Many were filed by women.

Following the contract cancellations at Weldon Springs, many women chose to remain at home rather than travel 25 or more miles to St. Louis for new jobs.

The general attitude in St. Louis, according to the reports, is that while the present ordnance cutbacks had little effect on the life of the community, others to come may have more serious consequences.

MEADVILLE, PA.--About 3,000 workers have been or will be laid off from an ordnance plant at Meadville between June, 1943, and April, 1944. This group includes about 400 women. Among the women who have already been laid off, the majority returned to their homes. Half lived in the town, and the remainder were drawn from areas within a 90-mile radius.

Consensus in Meadville was that closing of the plant now "lessens the impact of post-war readjustment," and the town's prosperity is expected to continue. At the time of the survey, out of 202 units in a local housing project, only four were to be vacated in April, and despite the contract cancellation, one real estate operator reported 100 applications when a single housing vacancy was announced.

DUNKIRK, N. Y.--Hardly any of the 150 women in the group of 500 workers recently released by two plants were completely dependent on their own earnings for a livelihood, the survey disclosed. All could be placed at once in local industries but appeared unwilling to take on "heavy jobs." None indicated any inclination to migrate to other areas. Only 48 persons--men and women--had registered with USES for new jobs in February.

BUTLER, PA.--No manpower or womanpower problem was noted in the Butler report, which stated that since January 300 workers released from several plants because of curtailed production schedules were all hired in other plants. "Employment has been stable throughout the past two years," said the BLS report.

JAMESTOWN, N.Y.--Fifteen per cent of the adult women in Jamestown are working, and there is today a shortage of 350 to 400 workers in the textile mills.

There have been several small cutbacks in plants during the past six months, but the released workers were immediately hired by other industries.

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BERWICK, PA.--A number of persons was laid off between February, 1943, and February, 1944, because of three contract cancellations in Berwick, but most of them were rehired shortly afterwards as new contracts were received. The most recent cancellation was in armor plate, but many of the laid-off workers have already been re-employed. By early summer 2,000 new workers will probably be needed.

Many women were included in the lay-offs. Some immediately transferred to the textile mills, but most chose to wait for re-employment at the war plant.

WILKES-BARRE, PA.--Eighty women were among the 350 workers released by two plants in this area in the last three months. Although Wilkes-Barre is listed as a labor surplus area, the surplus represents unskilled labor, while a shortage of skilled workers is reported. In February only 15 women and seven men of those released were drawing unemployment compensation.

One plant in the area, to reduce the effect of a cencellation, shortened the work schedule from a 7-day, 56-hour week to a 5-day, 40-hour week. This made it unnecessary to cut off any workers, but 10 girls quit and were not replaced. A company representative reported to BLS that there had been a definite decrease in productivity because of the effect of the lay-offs on the morale of the workers.

In another Wilkes-Barre plant, two-thirds of the 130 workers laid off were women. Approximately 80 per cent of the released women remained in the labor market, many of them taking jobs in textile mills with the expectation of later returning to the war plants.

WILLIAMSPORT, PA.--Only the recruitment of women in war jobs in this area prevented its reclassification from Group III to Group IV. Despite contract cancellations, nearly 1,000 more women will be needed in the next few months.

Of nearly 400 laid off in one plant in 1944, only 52 were women. The War Manpower Commission reported that a substantial number of these dropped out of the labor market. The January report of the WMC area director stated "many married women who were released returned to their homes to take a much needed rest or to complete long-delayed domestic tasks, such as general house-cleaning, sewing, etc."

Displacement of workers, chiefly in ordnance and aircraft plants, is expected to total 2,800 in the first six months of 1944, but most lay-offs will be temporary and no significant continued unemployment is expected to result.

Considerable dissatisfaction was noted among the laid-off workers, many of whom found new jobs only at lower rates of pay.

CHATTANOOGA, TENN.--A serious problem of replacement of workers is reported for this area since the available workers are mostly women, and men are needed for the heavy jobs in iron and steel plants, coal mines and ordnance works. The problem is met in some degree by the movement of male workers from other industries, particularly textiles.

Contract cancellations have been experienced in several industries in the area, and a policy of notifying workers in advance is now common. For example, a plant machining small parts circulated an announcement of a pending reduction in production schedules, and indicated that workers who had other jobs in sight or who wished to leave would be released immediately. About 40 workers quit, and the 100 who were dismissed later were transferred to nearby areas within two weeks. Several plants met their problem by not replacing workers who quit.

MEMPHIS, TENN.-- When 129 women were dismissed from jobs in a plant making cartridge clips and machine gun belt links, the management put most of them to work in departments fabricating light rubber products.

Before the war, Memphis was not an industrial area. Establishment of war industries proved a magnet for workers within a 100-mile radius. Most of the recruits retain ties to the soil, and many take time off during the busiest part of the farm season. Contract cancellations would not prove disastrous to this group. Another source of labor has been women, mostly city girls 18 to 25, BLS reports. Except for the war, they would be store and office workers, or unemployed.

It is this groups that accounts for much of the present labor surplus in Memphis, according to USES. Besides girls from nearby towns, the group of women seeking work includes wives and sweethearts of servicemen stationed near the city.

A large lay-off of workers or a series of employment reductions in this area, the BLS representative reported, would "cause a real stagnation, the duration of which would depend on the speed with which workers could be moved out of the area."

MILAN-JACKSON, TENN.--This area comprises seven rural counties with a population that has declined 8,000 below its pre-war mark of slightly more than 200,000. Agriculture predominates but textiles, lumber, garments and shoe manufacturing account for some industrial employment.

When a shell-loading plant opened, it found a plentiful labor supply, despite fluctuations during farm seasons. Most of the women employed were not the chief wage earners in their families. When any are laid off for production reasons, they are usually available for re-employment when called.

NASHVILLE, TENN.--This area is expected to have a labor surplus of 2,000 to 3,000 workers by July, but the majority of this group will consist of women interested in local work only.

In December two ordnance plants had a combined lay-off of 50 workers, nearly all women, but they were quickly absorbed in various industries in the city. One of the plants is retooling and will later recruit trainees.

Six other plants expecting small reductions in production schedules before July reported they will decrease their employment by less than 350.

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A plant building subchasers recently experienced a "cutback", which proved to be a paper one only. The plant had never reached its expected peak of employment, and tapered off by making no new hires during its period of retrenchment. This same plant will expand later this year, providing jobs for about 400 more workers, a few of whom may be women.

RADFORD AND DUBLIN, VA.--War plants in these areas employed more than 1,900 women before the layoffs made last year. In Radford, women never exceeded 20 per cent of the total number of wage earners and generally made up between 12 to 15 per cent of the work force. In the New River plant in the Dublin area, female labor ran as high as 25 per cent of employment. Quite a few of the women were recruited from the textile industry and apparently returned to it when the contract cancellations occurred.

The Radford USES office had records on 1,000 of the workers after their layoff at the Dublin plant. Many transferred to the Radford war project, some to a rayon plant, 150 to local jobs. In Radford, where the employment reductions were smaller and extended over a period of time, most of the workers laid off were able to return to their former jobs.

END OF ADVANCE RELEASE: For MONDAY AFTERNOON Papers, April 17, 1944.

Miss Mannin

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OFFICE OF WAR INFORMATION

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ADVANCE RELEASE:
For Friday Morning Papers,
April 14, 1944.

Employment of women in nearly every type of job--in industry, on the farm, in military services and in local activities--must be stepped up sharply before summer if war production demands and home front needs are to be met, the Office of War Information said today in a report on womanpower.

Information for the report was obtained from the War Manpower Commission, the War, Navy, and Labor Departments, Federal Security Agency, Federal Works Agency, and Bureau of the Census.

Women now hold one out of every three war jobs in the United States, but the number at work must be increased by one and a half to two million by mid-year. Most of the increase will be in seasonal employment, such as canning and agriculture. In addition, women will be needed to replace fathers drafted from industry and farm as well as to replace other women who leave the working force.

Paradoxically, unemployment among women will be increasing even while housewives in most industrial communities are being urged to go to work. The Bureau of the Census estimated that 400,000 women who have been working were out of jobs in January and WMC estimates that this number may increase to half a million by July. Much of this unemployment, according to WMC, will be seasonal. Many are and will be unemployed only in that they are in between jobs. Also counted are school girls who have registered for work but have not found jobs. Some women workers, laid off because of contract cancellations or other production adjustments find it necessary to wait until new jobs open up. Others find only lower-paying positions available and keep looking for more remunerative jobs.

A net increase of one and a half million women on jobs by summer would bring female employment only to the all-time high level of 17,900,000 last summer. But the outlook is that this number must be exceeded to meet seasonal farm needs, and provide for workers in a few expanding industries.

While four out of five of the women needed in the next few months should take work on farms and in food processing plants, WMC estimates that approximately 100,000 will be needed in the military services and an equal number in non-war jobs. Of the 1,400,000 sought in agriculture, a large group will be high school girls in the Victory Farm Volunteers. Others will be college girls, housewives and office workers in the Women's Land Army, as well as farmwives.

Because of changes due to contract cancellations and retooling in some war plants, no estimate of the number of new women workers needed in munitions has been projected, but WMC reports that everything on the horizon indicates there will be an acute demand for thousands in some labor shortage areas.

In five principal West Coast areas alone the additional number of women needed in the first half of 1944 is in excess of 68,000. A table of womanpower estimates in these areas follows:

Area	January, 1944 (estimated needs)	July, 1944 (estimated needs)	Number of War Establishments
Los Angeles	164,050	184,175	404
Portland	40,750	46,350	61
San Diego	29,800	33,300	31
Seattle-Bremerton-Takoma	50,350	65,550	153
San Francisco	105,750	129,975	234
	390,700	459,350	883

The need for women war workers does not exist in every community and the type of worker needed varies in different areas, CWI said. In one West Coast war center practically no women have been hired in several weeks and none is expected to be needed anytime soon. But in San Francisco, 85,000 women are urgently needed for trade, service and other non-war jobs.

In some cities where contracts have been cancelled employers are tapering their work force by hiring no new women. But in Chicago, approximately 8,100 women could be placed in radar alone. Approximately 32,000 women are needed in the radio and radar industry throughout the country.

Because of the localized nature of the demand for more women workers, no national recruitment drive is planned except for enlistment in the women's branches of the military services. Actual recruitment drives for workers in war plants, on farms and in essential activities will take place locally as required.

Chicago is recruiting radar workers now, and women are being sought in lower Florida and in sections of Arizona and California for work in harvesting and processing vegetables, sugar cane, cotton and citrus fruits. In late April more women will be needed in these areas, while numbers of women will be needed for strawberry picking in the south. As spring advances, drives will spread to other states.

More extensive than the campaign in some areas to recruit women will be the nation-wide program for retention of women now in the labor market. "This will be the No. 1 manpower task of 1944," said Miss Margaret Hickey, chairman of the Women's Advisory Committee, WMC.

The turnover rate among women has reached alarming proportions in some areas, and many of those who have been laid-off because of cut-backs are going home instead of taking other jobs, even in areas where they are badly needed, CWI said. Retention of these women in the labor force will be increasingly important, WMC said.

Reports reaching WMC are that fatigue, lack of community services and general difficulties encountered in running two jobs--at home and at the war plants--are responsible for many women giving up their employment after a few months. Still others feel the need for their services has been exaggerated, or that the war is about over, WMC reports.

Some of these, according to reports reaching government agencies, are transferring to trades and services at which they worked before the war.

The Bureau of the Census estimates place the number of women employed in all categories today at 16,400,000 and the number employed last July at 17,900,000.

Census reports in January, 1944 the number of women working declined 1,500,000 in the last six months of 1943, but this figure included seasonal workers on farms--housewives who returned to home jobs when the harvests were gathered, and students who went back to classrooms in the fall.

Although on the basis of the Census sampling there are fewer women available for jobs than previously estimated, womanpower today represents the only large pool of potential labor, WMC said. It is an untrained pool, made up almost wholly of women who have never worked before or of women whose careers as wage earners stopped with marriage.

Community problems not only are retarding the maximum utilization of women already at work--many must take time off for child care and home duties--but the lack of local services is deterring many in the labor reserve from taking jobs, CWI said.

More detailed information on some of these phases of womanpower follows:

WOMEN IN WAR INDUSTRIES

No major industry today excludes women, although in many they are not performing some heavy jobs. Ten thousand women are employed in coal mining, for instance--although all are utilized in above-ground operations. Many industries which barred women in peacetime now use them in large numbers and in most departments.

Radar and other electrical industries will provide the greatest number of new jobs for women, but the opportunities are limited to a few localities. One radar plant would place women in 90 percent of its jobs.

Other thousands will be needed particularly in shipyards, aircraft plants, in the automotive industry manufacturing trucks and equipment for the military services, and for other types of work in shortage areas.

Over the country as a whole, many thousands of women will be needed as replacements for men called to military service and to fill the gaps left by women "quits."

While many of these jobs are strenuous they hold an allure for women who visualize the finished product--the destroyers, Flying Fortresses and giant tanks--as tools their husbands and brothers will use in battle.

Women's spectacular contributions to the war program have been made in industries that traditionally employed men only. In March, 1939, the Census of Manufactures listed only 36 women wage earners in shipbuilding. In March, 1942, less than one percent of the wage earners in shipyards were women. On January 15, 1944, according to the Bureau of Labor Statistics, the number had increased phenomenally to 10 percent. Including clerical workers, women hold one job out of every eight in American shipyards.

The Women's Bureau reports women are helping to build and repair all types of vessels--Liberty and Victory ships, destroyers, cruisers and submarines--and everywhere are proving their ability to do the job whether difficult, disagreeable, or dangerous.

One woman who took a job in an Oregon shipyard reported to the Office of Education:

"One must expect to be drenched by rain, chilled by wind or warmed by the sky, and work through it. One must learn to get into almost inaccessible places and weld from almost impossible positions. One must learn to climb handicapped by heavy equipment and the unwieldiness of hood and box that throw one off balance. One must get used to heights, noise and discomfort."

The iron and steel industry is another which now utilizes women labor. At a Gary, Ind., plant women have been admitted to the open-hearth and blast-furnace works for the first time in history.

Aircraft and transportation industries have employed women in numbers undreamed-of in peacetime. Four of the Nation's Class I railroads today employ at least one woman to every seven men. Railroads employ a total of more than 100,000 women. But 60,000 more could be used effectively, the Office of Defense Transportation has reported.

The number of women employed in aircraft assembly alone increased nine times in the first year of war. By April, 1942, six percent of the productive workers in aircraft assembly were women. In January, 1944, female wage earners in airplane engine and propeller plants numbered in excess of 473,000, and 35.8 percnet of all aircraft workers were women.

Women do not shirk heavy, disagreeable or dirty work in any industry, according to reports in the files of the Women's Bureau, War Manpower Commission, the Office of Education and the War Production Board. There are heavy, back-bending jobs which employers and unions do not regard as suitable for women (and jobs, such as mining coal, from which women are barred by law in most states)--but the necessity to produce in record-breaking quantities has led to the removal of prejudices against the employment of women in one capacity after another.

Many other jobs which were back-bending before the war have been broken down into several simpler jobs, which women are filling. Technological advances in many industries have made it possible for women of slight stature to hold down jobs that once required the strength of husky men.

WOMEN IN AGRICULTURE

Some 800,000 women are needed to supplement the regular farm labor force in 1944. Probably half will be recruited through the local branches of the Women's Land Army in 3,000 counties, which include every state. Its appeal is directed mainly to non-farm housewives, college girls, and office workers.

The Victory Farm Volunteers, which like the Women's Land Army is a segment of the U. S. Crop Corps, will seek an additional 1,200,000 persons--about half of whom will be high school girls between 14 and 17 years of age.

The remainder of this year's supply of women farmers will be rural women and girls, including farmwives who will leave their regular household tasks to go to the fields or to work in poultry yards, dairy barns and ochards.

The 48 state agricultural extension services have set up 6,150 placement offices throughout the country to aid the farmer in obtaining the needed workers. Their recruitment program will be coordinated with efforts of United States Employment Service.

College girls or other women who wish to spend the summer outside their own state--for instance a girl attending a Massachusetts college might wish to work on a Pennsylvania farm--should write to the Women's Land Army, care of their state agricultural college.

Although driving tractors and other heavy farm work is still regarded as husky men's jobs, women will be used to some extent at these tasks. Recently Minnesota farmers asked USES to supply 50 trained women tractor drivers. The Women's Land Army regards the request as a testimonial to the yoeman work done by city women last year. "No such request would have come through last spring," said Miss Florence Hall, National director of the Women's Land Army.

Harvesting of vegetables presents one of the main farm labor problems, since much hand labor is required. Women are deft at this type of work. Sunday, part-time and vacation workers last summer contributed significantly in harvesting, and with an earlier beginning in organizing recruitment campaigns this year, many more women are expected to be in the groups responding to emergency, short-term appeals

Some women will be used during the spring months in cotton chopping, which is done by hand with a hoe. Many more women will be needed this fall in cotton picking. Corn-tasseling, hay pitching, wheat harvesting, peanut shaking and dairy work are a few of the other farm jobs which women will perform.

WOMEN IN MILITARY SERVICES

There are now more than 148,000 women wearing the uniforms of four branches of the armed services.

After a slow start, recruitment of Wacs (Women's Army Corps) is now going at the rate of approximately 1,000 per week. But to reach quotas many more are needed in this military branch as well as in the WAVES (Women's Reserve, U. S. Naval Reserve).

The WAC--so called since last September 30, when the branch was incorporated as a part of the Army--now numbers approximately 65,000 but the Corps has set its sights on 200,000. This and the Army and Navy Nurse Corps are the only women's branches of the armed services which permits their members to serve outside the continental United States.

The WAVES now total nearly 60,000. Officially this branch has never set a quota for potential enlistments but temporarily is aiming at 1,200 per week. Like the WAC, this branch is recruiting approximately 1,000 women per week.

At present the U. S. Marine Corps Women's Reserve is not recruiting through a national information campaign. Because of its small quota it has had little difficulty in obtaining a sufficient number of enlistments, and now numbers 16,500. The quota now is only 18,000. More than 2,000 women joined the Women's Marines within eight weeks following the creation of this branch on February 13, 1943.

The SPARS--officially Women's Reserve, U. S. Coast Guard Reserve--quickly approached each new, higher goal, and on February 1 numbered 7,000 enlisted women and 600 officers. The present goal is 12,000 enlisted SPARS and 1,200 officers.

The War Manpower Commission and the Joint Army-Navy Personnel board on March 4, 1944, issued a statement of policy on recruitment for all the women's services. It stated that women employed in essential activities at their maximum skill are not wanted in the armed services. The armed services will not enlist a woman who within 60 days of her application for enlistment has been employed in an essential occupation in specified activities, as defined by the Office of War Mobilization, unless she is referred by USES or obtains a Statement of Availability from her employer. USES is empowered to refer to the armed services the women who are not employed at their highest skills and women who can be replaced in their current jobs.

The Armed Forces Recruiting Services, under terms of the agreement, will urge all women who fail to qualify for enlistment to apply at USES for a war job. In turn, USES will direct eligible women to the armed forces on the same basis now used in directing them in essential war jobs.

WOMEN IN "LOCALLY NEEDED ACTIVITIES"

In January, 1944, one-third of the adult women of the country were at work, but only one-sixth of the employed women held war production jobs. How many of the others were engaged in "war-useful" occupations is not a matter of statistics. Until recently, says the Women's Bureau, there was a too-narrow concept of what constituted war work and too little attention was paid to the indispensable role of many civilian jobs.

Less than half of the persons at work today are employed in listed "essential" occupations, WMC estimates. This does not mean, WMC added, that all other persons are on unnecessary jobs or that all should, therefore, transfer to other occupations. In pushing its job transfer program, the manpower agency has emphasized the need for women to replace men in local non-war jobs.

Last fall the War Manpower Commission publicized 100 "unglamorous jobs" women can fill--in laundries, retail stores, restaurants, transportation and communications industries, etc.--and made a plea to the millions of women employed in them that theirs was war work, too.

With the labor situation in many areas even tighter today than several months ago, there will be continued necessity for workers to remain in jobs they may consider merely auxiliary to the war program, WMC said.

In February, 1944, 50 different jobs in cities throughout the country were "locally needed." Employers in such establishments enjoy the same recruitment priority extended to "essential activities" and war plants. The locally needed activities range from laundries in 159 cities, grocery stores in 80, and fuel concerns in 110, to banks, electrical wholesalers, and wholesale paper distribution. While women are not suited for all occupations on the list they can fill most of them, reports WMC.

The February tabulation is the latest available, but since it was made, WMC reported late in March several other cities have declared laundries, restaurants and grocery stores as "locally needed."

The "locally needed activities and the number of cities affected as of February 4, 1944, are:

	No. of Areas
Aggregates, production of sand and gravel	1
Armed Guards, furnishing of	2
Ash and Garbage Removers	6
Automotive Parts, supply and equipment distribution	24
Bakery Products, distribution of	2
Banking	8
Brick Manufacturing	12
Cement, production of	9
Cement Pipe Manufacturing	1
Clay, manufacture of	9
Clay Sewer Pipe, production of	3
Coal, wholesale and retail distribution	6
Concrete Products Manufacturing Industry	4
Distilled Water	2
Drugs, wholesale distribution	14
Dry Cleaning	97
Electrical and Mill Supplies	5
Electrical Wholesalers	1
Farm Drain Tile	3
Farmers' Seed, Hay and Grain Dealers (retail and wholesale)	8
Food Distribution (including distribution of perishable foods and retail and wholesale groceries)	80
Fuel, wholesale and retail	110
Glass, tin, steel and fiber containers	1
Hardware Industry	1
Hotels	44
Ice, wholesale and retail distribution	47
Industrial Cafeterias	2

	No. of Areas
Interment Facilities	2
Laundries	159
Linen Supply	15
Lumber and building materials	3
Mattresses, Manufacture and renovating of	1
Meat and Meat Products	1
Milk, retail distribution	39
Newspaper and Magazines wholesale distribution	4
Office Building Maintenance	1
Office Supplies and Equipment wholesale distribution and warehousing	1
Paper, wholesale distribution and warehousing	1
Petroleum distribution	29
Printing Ink	1
Restaurants	54
Rock, Sand and Gravel, production and distribution	1
Steel, distribution and warehousing	1
Stenotype Transcribing Service	1
Supplying for Repair Purposes only, Watch parts, clock parts, tools, and supplies	1
Surgical Supplies and Instruments	2
Taxicab Business	7
Tools, Machinery and Industrial Supplies, distribution of	1
Trucking Industry	1
Wooden Furniture	1

SOURCES OR WORKERS

Approximately half of the five million women who have gone to work in the last four years would not have entered the labor market under normal circumstances, WMC estimates.

They are housewives falling roughly into two groups: (1) women who were forced forced to go to work to augment the family income when their husbands entered the armed forces, and (2) women who took jobs for patriotic reasons. Two and one-half million women were drawn from the pool of the unemployed.

With women constituting the only large remaining source of labor in the country, most of the new workers to come into the war program will be persons of no or meager work experience, WMC believes. For the most part they will be women with home responsibilities.

The womanpower reserve in January, 1944, was estimated to include about 14 million housewives, 14 and over, without young children. Since this includes farm women as well as those living in areas without war job opportunities, the number available for jobs is drastically reduced.

In most labor shortage areas highly organized campaigns and better information as to labor needs are expected to draw sufficient numbers of women from this reserve. The Women's Advisory Committee of WMC is urging women's organizations to persuade women in stringency areas to take jobs.

Even today, the Office of Education recently reported, many women do not realize that their services are needed, and others are waiting for jobs to come to them.

"They do not read the advertisements for help and they do not feel that radio announcements of need for women apply to them," says the Office of Education. "Those who think that appeals for help may include them and their friends, fear that if they offer their services, they will be 'frozen' on their jobs and will be unable to leave them for the duration of the war. Knowing nothing of the organization of modern industry they harbor forebodings about brutal foremen, dirty shops, vulgar fellow workers and dangerous machinery. Some women fear the loss of social status which factory work may cause."

Women's organizations, says the Women's Advisory Committee, WMC, can do much to dispel misinformation and dissolve prejudices by publicizing facts concerning community problems, conditions of work and labor standards and wages. The number one resistance to increased employment of women, says the Committee, lies in a lack of understanding on the part of women themselves that the need for their services is bona fide.

The Committee recommends the organization of an over-all womanpower committee in areas where extensive womanpower is still required.

At least 50,000 women left teaching this fall to take jobs in other fields. Approximately 4,800 of these joined the armed forces, 10,000 went into war industries, 7,000 to government jobs.

The exodus from the teaching field has been so serious that most states now are required to issue emergency certificates to persons who could not qualify for teaching posts under normal circumstances. Nearly 97,000 of these emergency certificates were issued in 1943--mostly to housewives.

Nurses have been leaving private practice, hospital assignment and public health work for higher paying war jobs, also, but not in the dangerous ratio noted in the teaching field. Normal withdrawals from the nursing profession--because of marriage, retirement, etc., are six out of each 100 yearly. This has increased but not spectacularly since Pearl Harbor, the U. S. Public Health Service reports.

Recruitment of student nurses has been accelerated since the creation of the U. S. Cadet Nurse Corps, and a yearly goal of 65,000 new nurses has been established since 1942.

Military services will be in need of 8,000 additional nurses in the first half of 1944, the Army and Navy report. There are now 36,000 Army nurses and 7,000 others wear the Navy nurse uniform.

War work knows no age limit. Grandmothers' Clubs are a commonplace-- and great grandmothers and granddaughters in some instances are reported to be working side by side. Young girls, 15, 16 and 17 years of age, are leaving school in increasing numbers, lured by wartime wages and the "glamor" of war jobs. More than 135,000 girls, 16 and 17 years of age, deserted school for jobs last fall, the Office of Education reports.

Children's Bureau records show a trebling of permits for employment of young girls in manufacturing concerns in Pennsylvania cities in 1943 over 1942. In 11 cities 3,320 permits for work in such plants were issued last year, contrasted to 1,188 the year before.

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That this trend in manufacturing is general is evidenced by the record from other states: in Michigan as many permits for manufacturing jobs were issued to young girls in four months of 1943 as in all of 1942; in Oregon, permits issued in 1943 were 2,912, compared to 713 the year before. In New York State, permits issued in 1943 totaled two and a half times as many as in 1942; in North Carolina twice as many last year as the year before; and in Tennessee nearly five times as many received work permits.

On the other hand, Miss Mary Anderson, chief of the Women's Bureau, reports that in some areas where labor shortages are acute there has been a trend to revise job specifications in favor of older women. Last summer she visited a war plant where the youngest woman is a forelady of about 40 years of age. "The women she supervises are all older, some considerably older," Miss Anderson reported, "and they are particularly good for the hazardous work on which they are employed. Statistics show more accidents among the younger workers."

UNEMPLOYMENT

The number of women in the labor force increased sharply throughout 1942 and through the summer of 1943. Since that time the upward trend has been halted and, to some extent, reversed. Between January and February, 1944, there was a decline of 200,000 women in the labor force when none would have been expected on a seasonal basis.

In a few places in the country women are seeking jobs and are unable to find them, as in Eau Claire, Wis., where large numbers of women are now drawing unemployment compensation. These women were thrown out of jobs when the ordnance plant closed.

The Social Security Board reports that claims for unemployment compensation in this one-industry town jumped from 89 in October to 2,266 in December, 1943, and further increases were expected until late Spring when jobs will be available in a synthetic tire plant and later in an electrical industry.

Although no such spectacular increase has yet been registered in any other war production center, women are jobless also in Des Moines, Salt Lake City, Evansville, Md., and other places where there have been recent cutbacks.

In Des Moines layoffs have been divided equally between men and women, but as new hires are made "employers may shift towards a greater demand for men", reports WMC.

In all communities where there are cutbacks men are the first to find new jobs, and any continued unemployment that will result will be among women, according to WMC.

Reports of the Social Security Board show that increases in claims filed have been general in centers where there have been cutbacks. Statistics as to the number actually due to cutbacks or the number filed by women are not available. In October the first increase in the total number of claims was noted over the country as a whole. In November claims jumped to 24 percent more than in October, and in December an increase of 19 percent over November was noted. A similar jump was registered in January, 1944.

To help appraise the effect of cutbacks and shifts in the war program on unemployment among different groups, including women, the Social Security Board is now working on a special report and first tabulations may be expected within the next two months.

Only spot information on the number of women who can't find jobs is now available from their reports, SSB states. X-28011

Large numbers of women, however, are not filing claims, SSB reports. As an example of the failure of women to seek unemployment benefits, SSB cited the record of workers laid off at a Cumberland, Md., war plant. Thirty-six hundred workers--2,600 of them women--were dismissed in October 1943. Yet by the end of the year only about 325 or little more than 10 percent of the women, sought benefits. On the otherhand, 60 percent of the dismissed men filed claims. The assumption is, according to SSB, that many women withdrew from the labor market.

In Denver, Salt Lake City, Akron, Providence and a score of other cities similar situations prevailed. In some of these, as in Akron, women are desperately needed. "The bottom of the barrel has been reached and we have even hired the barrel", reported the WMC area director.

UTILIZATION OF WOMEN

Reservation of certain occupations for women only, adjustment of certain other jobs which enable them to be done by women, and the establishment of ceilings on the number of male employees are three of the utilization devices now promoted by WMC to maintain adequate labor supplies for war plants.

Reports from over the country indicate the ceiling principle is most popular with employers.

San Francisco, Calif., has put a ceiling on the employment of men and four other labor shortage areas on the West Coast--Los Angeles, San Diego, Portland, and Seattle--may follow suit, according to WMC.

Louisville, Ky., however, reports success in the use of the reserved occupation principle. Several groups of war jobs are closed to men. Dayton and Youngstown, Ohio, also maintain a reserved list for women.

In Louisville, the Womanpower Committee is conducting a recruitment campaign and women who indicate they will work are referred by USES to two special types of jobs:

Those where industry does not have to make special plant adjustments; those where they can replace men who will be shifted in the plant to the more hazardous or difficult operations. Women also are to be referred to plants where adjustments can be made in a reasonable time.

In Dayton and Youngstown the reserved occupation principle was established after an appraisal of all community resources--manpower, housing, transportation, health and school facilities, shopping opportunities, recreation possibilities--and acute shortages were reported. Migration of men, under such conditions, would only have aggravated community problems. The employment of local women appeared to be the logical solution.

The ceiling principle has been evolved after a long period of trial and error, WMC reports, and provides employers with greater leeway in their utilization of male employees.

Under this plan, San Francisco agreed to establish a ceiling for male employees at 90 percent of its highest male employment in October, 1943. New male hires could be made only to maintain employment at 90 percent of the male force of October. All other new hires must be women.

Several war plants with heavy schedules ahead were granted exemptions.

The Woman's Advisory Committee, WMC, states that all plans for greater utilization of women should be evolved not merely with the idea of expanding job opportunities for women but in order to better integrate the entire manpower program. The Committee said:

"The Woman's Advisory Committee is unanimous in its opinion that any problems associated with the employment, recruitment and utilization of womanpower should be attacked as an integrated part of an over-all manpower program, initiated at the local level and designed to solve specific local problems. Consequently, it should be pointed out that many, in fact most, of the Committee's remarks and recommendations relating to womanpower do not pertain exclusively to women.

"The expansion of employment opportunities for women is part of the task to effect the best allocation of the national labor force. Such action, as controlled referral of male workers or ceiling on number of male workers who can be hired, obviously have far broader implications than simply expanding job opportunities for women. The recruitment of women not customarily in the labor market, although it merits a specialized approach, is not isolated from the general recruitment and transfer program. Similarly, the need for adequate in-plant and community services and facilities must be approached according to the effect they have on all workers, although specific services and facilities have more direct bearing on women."

There is some woman, who, properly trained and placed, can fill "almost any war job" available, believes the Women's Bureau.

The end of their utilization is not in sight, says the Bureau.

LEGAL PROTECTIONS FOR WOMEN WAR WORKERS

Laws changing conditions under which women can hold war jobs have been adopted in 29 states and the District of Columbia in the war years 1942 and 1943. In four of these there had been no standards for women's employment: Rhode Island adopted a meal-period law; Nevada a day of rest law; Washington and Illinois equal-pay laws; in the other states the war legislation modified (often relaxing) existing standards.

Delaware has amended its night-work law to permit women to work until 11 p.m. Louisiana has shortened the lunch period by 30 minutes.

Two states have lifted prohibition against the employment of women in certain occupations. In Utah women may now be employed in smelters and at mines, except in underground work. In Ohio, the ban was raised on the employment of women as crossing watchmen, section hands, express drivers, taxi and jitney drivers, gas or electric meter readers and ticket sellers between the hours of 10 p.m. and 6 a.m.

Ohio now also permits women to be employed in blast furnaces, smelting plants, and in shoe shining parlors, bowling alleys, in delivery service on wagons or automobiles, in operating freight or baggage elevators, in baggage handling, freight handling or trucking of any kind. The weight that women may be permitted to lift was raised from 25 to 35 pounds.

Twenty of these states now permit women to work longer hours.

WAGE RATES FOR WOMEN

Although many industries still pay women beginners less than men starting in the same job, the principle of "equal pay" has been considerably advanced since the beginning of the war program. Both Government and unions advocate "equal pay for equal work."

The National War Labor Board reports that since it announced its policy of equal pay in November, 1942, more than 2,250 firms have reported voluntary equalization of rates for men and women doing work in equal quantity and quality. These voluntary applications of the equal pay principle have increased the rates of approximately 59,500 women workers.

No figures are available as to the number of women workers who have been affected by the Board's decisions in cases involving the equal pay issue. A recent unanimous decision directed a West Coast aluminum concern to establish rates on the basis of job content, irrespective of the sex of the worker. Decisions have profited women in automotive, lumber, electrical and steel industries among others.

Last year the United Electrical, Radio and Machine Workers reported it had signed 150 agreements with employers providing equal pay in more than 800 plants. The United Rubber Workers late in 1943 had negotiated 142 contracts and the United Automobile, Aircraft and Agricultural Implement Workers had signed 50 contracts, all containing equal pay clauses. American Federation of Labor unions also have reported definite and widespread progress in obtaining wage adjustments for women.

In many plants where the principle of equal pay for comparable work has been effected, women's pay envelope is still smaller than men's because of the type of work to which they are assigned. Promotions, in many instances, are less frequent for women.

In a report covering the only state wide survey of women's employment it has made since the war's start, the Women's Bureau said discriminations in wages paid women was one of the causes of discontent found among workers in a number of plants in New Jersey. The Bureau reported:

"Women resented the fact that irresponsible young boys were hired as chore boys at beginning rates of 60 cents while women's minimum was 45 cents and many who had worked for years were still earning less than 60 cents."

While this situation may have been corrected, wage discriminations are frequently cited as causes for heavy turnover among women workers in some plants.

In many instances the average earnings of women are lower in establishments that long relied on female labor than in those where women's employment has been a war-time innovation. Workers in some of these long-time establishments regard high wages as a myth.

Women war workers in New York as late as February, 1944, were earning an average of less than $30 a week and are finding it difficult to make both ends meet, the New York State Department of Labor has reported.

In New York the average woman factory worker was earning $17.46 per week in May 1939 and thus has received a 72 percent increase. But the report stated that women got the increases because they worked longer hours and received over-time pay and not because the wage rates had been increased. Thousands of women, it said, are working more than 50 hours a week.

Some employers have objected to the equal pay principle because of the adjustments they had to make to employ women. A peace-time excuse for lower pay for women-that men deserved more because they supported dependents-- is now almost non-existent, and the Women's Bureau found, in a study reporting more than 155,000 women, practically 60 percent contributed to the support of dependents.

Aircraft has been notable for paying women the same entrance rate as men. So have shipyards and steel. Many ammunition plants maintain a wage differential, but provide for adequate step-ups for women. In some machine tool plants the entrance rates for women have been below those for men.

PART-TIME WORKERS

More than 120,000 persons--men and women--are on part-time jobs in war industries and more can be used.

WMC records do not show what proportion of the part-time workers are women but reports that first-line war industries are using them in increasing numbers. The Women's Bureau has found a few plants where some women were working part-time in making aircraft, gun and torpedo parts, carbine rifles, radio tubes and equipment, life rafts and life boats, textiles and many other war products.

A Long Beach, Calif., aircraft plant will take all the part-time workers it can find, and a tin can manufacturing concern will adjust hours to suit the convenience of the part-time worker.

Part-time workers will be needed in great numbers to meet seasonal demands on farms and in canneries.

Part-time work was recommended for two million school boy and girl workers in the Baruch manpower report last year, and the Women's Bureau recommends part-time employment for the house-wife who can't spare a full eight or nine hour day away from home duties--when the job is such that several people may work shifts in filling it.

TURNOVER AND ABSENTEEISM

Quit rates for women not only are higher than for men, but in December, 1943, exceeded the accession rate for women in half of the war industries, the Bureau of Labor Statistics has reported.

Women in that month quit jobs in shipbuilding, and aircraft and automotive industries faster than they were hired. The same was true of women employed in making small arms ammunition, explosives, machine tools, and machine tool accessories.

Out of every 100 women on the job, 9.17 women quit in shipyards, while 8.93 were hired, BLS reported. Men quits totalled 5.59 out of every 100 employed.

More than twice as many women quit making small arms ammunition as were hired. Some other rates, based on 100 female employes, are: Chemicals and allied products, quit rate 4.99, accessions, 3.57; transportation equipment, quits 6.11, accessions 5.74; ordnance, quits 5.69, accessions 7.01; iron and steel and their products, quits 5.24, accessions 5.20; nonferrous metals and their products, quits 5.79, accessions 5.71.

More women were hired than quit in ordnance and industries making machinery including electrical. Women hired to make engines and turbines numbered 7.48 compared to 4.01 who quit. Women hired for communications equipment were 5.47; the smaller number of 4.46 stopped work. To make tanks 10.23 women were hired and 5.94 quit.

Not all "quits" are regarded as harmful to the war program, however. WMC explains that considerable turnover is due to transition from one job to another where a higher skill can be utilized. How much of the increasing number of women "quits" are such transfers has not yet been determined, nor are figures yet available as to the number represented in transfers to non-war jobs in which workers might expect to find post-war security.

Management must share with communities and labor the blame for the heavy rate of turnover among women workers, government officials have charged following plant surveys throughout the country.

The Women's Bureau cited the case of a West Coast aircraft plant which, needing thousands of new workers, assigned women to the available jobs without learning anything of their adaptability. "Of course the plant had a high turnover rate", said the Women's Bureau.

A War Department representative charged management's failure to place women war workers in jobs suited to their physical capacity as the reason "far outbalancing all others" why women quit their jobs.

Ill health, resulting principally from fatigue induced by heavy work, has led to thousands of quits in the plants operated by the War Department, said Mrs. W. B. Hobart, personnel official.

Replacement of the women is costly to the government both in time and training said Mrs. Hobart.

"Let's take the big trucks used at a port of embarkation as an instance", she said. "The typical woman unused to heavy work goes in and finds out she can learn to manipulate a truck. It makes her feel proud. But in a week or so her back hurts, her shoulders ache and her abdominal muscles are strained. In four months she simply can't take it any longer--she just doesn't have the build and the hardness of muscle."

Lack of adequate in-plant and community facilities--health, shopping, feeding, etc.- are deterrants to keeping women on the job, WMC reports. An area director records the absenteeism in a Delaware war plant at 30 percent, due to illness. But said WMC officials, "no efforts are being made to ascertain the causes and prevent their continuation."

A Georgia community reports that 90 percent of the absenteeism in its war plants is due to inability to get sufficient medical care in the area or the necessity for workers to return home to arrange for medical care for their dependents. The hospital in the community estimated that daily absenteeism could be reduced 10 to 20 percent if visiting nurses could make home visits to care for workers and their families. An Iowa war plant reported that more workers are needing medical care now than ever before.

Shortage of medical facilities is not confined to small establishments or isolated communities. Large cities on the West Coast, for example, complain that lack of medical services impairs workers' efficiency and results in heavy absenteeism.

Recent reports from one West Coast city in which 35,000 workers are employed in four shipyards--many are women--are that no full-time plant physician was available. In another West Coast shipbuilding center, where 27,000 workers are employed, there was only a part-time physician at last reports. In both areas community facilities are swamped.

In a Michigan war center patients are obliged to wait long hours in doctors' offices; women workers must take off time for the visits.

In a Texas shipbuilding area a county health nurse is trying to serve 5,500 children. She reports considerable absenteeism is related to shortages of medical and nursing care.

PLACEMENTS

Hiring rates in leading war industries were higher for women than for men in December, 1943, the Bureau of Labor Statistics reported. For every 100 women employed in iron and steel manufacturing plants 5.20 new ones were hired; the rate for men was 3.16 per 100. Accession rates were higher for women also in machinery, including electrical, nonferrous metals and their products, ordnance, transportation equipment, and in chemical industries. The rate of new women hires was nearly twice that for men in plants making tanks.

Half the placements made in some areas last year were women, WMC reports.

COMMUNITY PROBLEMS

Reports tabulated by the War Manpower Commission reveal that 165 labor areas in recent months have listed 370 community problems as affecting the utilization of manpower--and womanpower. In 89 of these ares the problems, said WMC, are reflected in increased absence and turnover rates.

Despite this reported lack of adequate services, WMC said, much less emphasi on the planning of new services and facilities is forecast for the next few month.

In 116 of the communities poor housing was cited as a reason for the inability to hold workers. Transportation needs were cited by 76 communities; child care, in 69; In only 18 of the cities were workers lost because of rationi difficulties and food distribution, but 20 reported that shopping facilities and governmental services retarded the recruitment and retention of workers.

Lack of school facilities was a leading problem faced by 20 communities, whil juvenile delinquency, lack of coal, shortage of water and sewerage facilities wer citied by seven others.

An Ohio community reported it was easier to get and keep women workers after a new school was built.

Communities in many parts of the country blame the lack of child care facilities for the inability to get and keep women on the job. The Federal Works Agency reports, however, that in early 1944 most of the applications for Lanham Act funds for child care services are for continuation of centers already operating. In one week 16 applications for renewal were received but only one for a new child care service.

In one South Carolina city many women are reported "ready and willing" to take jobs if child care services are provided. A Texas town reports that women are leaving the labor market because there is no place where their children may get good care. Another Southern city reports that lack of child care facilities is affecting recruitment of women in the textile mills.

On February 23, 1944, 2,312 child care units partly supported by Lanham Act funds were in operation, FWA reports. The enrollment was 67,999. Most of the units are in labor shortage areas, FWA said.

The Woman's Advisory Committee, WMC, does not expect community service shortages to become more acute than at present. Miss Margaret Hickey, Committee chairman said that many women who take jobs in war plants provide "make-shift" care for their children, only to learn by experience that this is the "hard way." When women "routine-ize" their home and work lives and make the most of the community services available, the war program is advanced, she said.

One of the functions of the over-all womanpower committees the Woman's Advisory Committee recommends be established in all labor shortage areas would be to acquaint women going into the labor market with the community services available to ease their transition from careers as housewives to workers on the assembly line.

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CAREERS FOR WOMEN

Rosalind Cassidy

(Taken from the April 1944 issue
of
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It is not easy to predict the postwar role of women in a world that must devote all of its energies to rebuilding what is left after the longest, most destructive, far-flung, and costly war of all history. It is not easy, first, because that role will vary in every country of the world. It is not easy because women's role will depend not only on the war's modifications of past concepts but on the successful solution of the problems of full production and employment. Further, it is clear that the careers open to women will depend upon the role defined for them not only in our country but in the other countries of this new "one world."

The role of women in Germany, that generation of young women who conformed to the patriotic demands of National Socialism by bearing children under the state plan, will be very different from that of the Russian woman who has taken her place among the national heroes as a defender of the gates of Stalingrad or as a sniper in the guerilla forces. The men and women of China even before the war had established a heritage for the Chinese girl students, who, along with the Chinese boys during the heartbreaking days of 1938 and 1939, trudged the long miles to re-establish their banished universities in the safety of the far interior. It is significant that Mei-ling Soong Chiang, a Chinese woman, in the memorable year of China's crucial need was acclaimed the greatest woman leader, not only in her own country but in the entire world.

None of the many "Mrs. Minivers" was invited to address the Congress of the United States, as did Madame Chiang in the spring of 1943; yet the steadfast and undramatic record of the women of Great Britain during World War II has already made implicit a change of status and a greater acceptance of women as responsible human beings free to express their aptitudes and interests where they may best do so.

No American woman, not even Eleanor Roosevelt, returning from hazardous journeys to England or Australia, has been invited to appear before the governing body of the United States of America. In the United States the war period has acclaimed no military or civilian heroes among its women; it noted only the martyred nurses of Bataan. It deplored, the while encouraging with jobs and overtime pay, the husky brawn of "Rosie, the welder" and especially her ill-fitting overalls, greasy blouse, and tin hat. It drafted its eighteen- and nineteen-year-old boys and called for more and more women power. The dislocation of family and child life was met with Federal housing and child-care centers, but more and more women were called into the war-production program. It made women

*See Appendix for footnotes.

regular members of the Army, Navy, and Marines. It made them mechanics, air pilots, streetcar conductors, taxi drivers, railroad "men", night watchmen. Women with or without skill were wanted, needed, essential, and highly paid, and they liked it; and there is every reason to believe that they will continue to like it and demand it.

Granted that none of us now knows what conditions will prevail in our particular postwar United States and postwar world for either men or women, yet it is clear that some of the contours of this world are now dimly visible to most of us, some quite sharply defined to those who are dealing directly with both the economic and social problems before us now and those facing us in the job of world reconstruction. We know that the postwar role of women in our country and the areas of expression open to them will depend on their record of achievement during the war, their understanding of the postwar economic and social needs, their active planning along with men now for an acceptance of women as mature, responsible human beings, free to develop in whatever direction their abilities lead them, free along with men for humanistic and creative education leading to home and community participation and expression in life goals in their chosen, paid, or voluntary work. Therefore, in order to see where we now are and where we are going, I have patterned my discussion around four questions:

Where are women now as a result of their part in the war?
What will be women's place in the postwar United States?
What career areas are we now sure will be open to women after the war?
What planning should women, along with men, be undertaking now in preparation for the postwar period?

To lend authority to my words I have turned to a number of statements to which full reference is given as an aid to those readers who wish to push the topic beyond this brief treatment. To three able women, whose point of view adds validity to this discussion, I particularly wish to give acknowledgment: Louise Stitt, Director of Minimum Wage, Women's Bureau, United States Department of Labor; Dr. Gertrude Laws, Director, Education for Women, Pasadena Public Schools; Anne G. Treadwell, Assistant to the Chief of the War Manpower Commission, San Francisco.

Where are women now as a result of their part in the War? It seems safe to state that no woman in the United States has been unaffected by this war. Those who have not moved out into paid or voluntary wartime occupations or given those close to them to military service have had the war come in to them through preparations for air raids, the discomforts of rationing, and in numberless other ways affecting daily living.

Since the beginning of our peacetime conscription of men and until very recently, the employment of women has not been discussed directly but by implication from the facts of demand for manpower in the fighting forces and in industry. Many women leaders in our country have continually called for a national registration and draft of women so that their part in the national defense would be as direct and clear-cut as that of men. This has not and very probably will not come in spite of President Roosevelt's call for a National Service Act in 1944. In any case, with or without such an Act, the estimate is made that eighteen million women in the United States will be in wartime employment by July 1944. 1/ And in this wartime employment there is every indication that women have delivered full measure in industry and in the military forces.

Furthermore, women have undoubtedly made a long-term contribution through their war service since their demands for safety, health, and rest provisions, long overdue for both men and women, will remain as gains after the war is over. Another significant contribution is the change in the attitude of employers toward the employment of women. All the cartoons and quips to the contrary, "Employers have discovered that women show more than average interest on the job and zeal in performing their tasks; they are dependable, stable, accurate, more attentive to detail than many men, and more proficient than men in some jobs." 2/

The chief economic and social results of the increased employment of women in industry are found by Miss Stitt to be: First, the economic results relating directly to production are stated as:

Increase in production made possible by the addition of millions of women to the labor force

Increase in production due to women's superior performance on certain jobs

Re-engineering of jobs to adjust them to women's strength, resulting in labor-saving and fatigue-reducing devices for all workers,

Efficiency of women increased by carefully planned induction and counseling programs

Development of vocational training techniques

Furtherance of the principle that wage rates should be established for the job irrespective of sex or race

Great increase in women's opportunity to contribute according to their abilities, made possible by the vastly extended scope of women's employment during the war

Secondly, the social results indirectly related to production are:

Health services materially extended by industry during the war--physical examinations, nursing, medical and hospital services

Increase in accident-prevention programs

Installation of eating facilities and the providing of well-balanced meals in industrial plants

Improvement, possibly permanent, in the working conditions of service and domestic workers due to competition of war industries.

And, finally, as additional social consequences she lists:

Greatly increased appreciation of the value and importance of women's service in the home
Development of child-care agencies
Increased appreciation on the part of married women of the problems of wage-earning men and the general broadening of women's horizons
Appreciation on the part of management and workers of the social advantages of the five-day week
Prejudice against the employment of women considerably reduced
Opportunity for Negro women to demonstrate their ability to fill successfully a great variety of jobs
Increased desire for economic independence and improved living standards on the part of women 3/

The record of achievement of American women in the armed services and in the voluntary and civilian defense services has an equally high accomplishment report. It is said that women in our country won the franchise on the basis of their fine record of work in World War I. This lends some encouragement to the high hopes women envision for their place in the postwar world. 4/

However, one finds along with this growing participation of women, this increased proving of their abilities and skills, the persisting prejudices expressed in a contradictory Congress refusing to permit the women serving in the Navy to go overseas while those in Army service are already in Algiers and Italy. There is the accusation that the influences of women caused the softening of the French nation. Witness the articles after the fall of France by Somerset Maugham and Roy Bolton, who claimed that America had gone soft and weak because it too was woman-dominated. 5/ Pearl Buck in her reference to America's "gunpowder" women makes explicit her claims that women do not have equality with men in the United States---that men do not really like women nor enjoy their company. Adams in his recent book, The American, discusses the historical reasons for this position of women in the United States, the separation of the sexes, and the aspects of "loneliness" in the relationship of husband and wife.

For example, the American has raised women to an almost impossible eminence. She has been an American Golden Calf. In no other country does she get her own way as she does in America. The man has played second-fiddle in the home and in social life, and given the woman the leadership, to a great extent in cultural life. He yields to her in an infinite variety of ways. Even when he likes to feel he is boss in the home (although he knows he is not), he lets his wife furnish it as she wishes, regardless of his own taste, while he hands out the checks as called for. He loves her after his fashion, is proud of her, wants her to be contented and also a symbol of his own standing and success. The two real cults in America are those of the flag and of the woman. 6/

The Russians have long been disdainful of our parasite class of women, claiming that no country can long prosper with a whole group who demand great luxury and give nothing in return to the social process, who even refuse to bear children into this favored economic class. American men and women together should weigh the values of keeping women in a slave caste against the values and the vigorous demands made upon mature, responsible, free human beings.

There is another factor growing up between men and women as a result of the war which has dangerous possibilities of increasing after the war; that is a new antagonism between men and women, a jealousy in relation to jobs and the achievement on the job. Many believe that this resentment will grow with the replacement of women by men; women who now know they are as good or better on the job in many cases will not give over these interests and income without a feeling unfair discrimination.

In relation to postwar employment of women there will undoubtedly be a good deal of tension if not actual conflict. Here, too, women have an opportunity to invent or discover decent civilized ways of resolving conflicts and of bringing out an adjustment which is based upon fair, impartial consideration of the relationship between the job to be done and the person who does it, rather than upon sex consideration. 1/

Perhaps Thurber's devastating cartoons of the war between men and women should be looked upon as an alarming statement of this social problem in our time rather than laughingly dismissed as a comic joke. 2/ Note the many cartoons centered on the inadequacies of women in contrast to the superiority of men as significant, since in a nation's humor lies an important key to its social standards and beliefs.

So much for the first question. Let us now turn to the kind of postwar America and world in which we are apt to find ourselves in the next five or ten years.

The one obvious fact still not realized by many people nor the implications fully seen by those who accept the reality is that we are living now and forever after, due to the development of air transport, in a closely interdependent world. This is both a thrilling and terrifying fact, with extensive implications for economic and social life, for education, industry, in fact, for every aspect of human living.

We know that the United States is committed, no matter what political changes may come about, to an expanding program ofsocial security. In the immediate postwar world this will extend to relief and feeding on a world scale. In our country it will mean job security and assurance of food and shelter for the men, women, and children of the United States. 3/

Already underway and planned to extend over a period of years is the program for the rehabilitation of the men who have suffered injury in the battles of this war.

We know that there are already devised and ready for postwar manufacture numberless products growing out of the developments in the physical and biological sciences and tested by exacting combat use.

As this article is being written, the Baruch report on postwar adjustment policies has just been released to the press. What its fate will be we do not know now. The basic question upon which so much depends for the destinies of men and women in our country is whether we can organize our full peacetime economy and production as successfully as we have organized for a total wartime investment. Hansen states:

For some time after the war there will be an excess of demand over supply for certain durable goods. In addition, there are at least three other areas in which the effective demand will be great. Inventories all a around will be low, and there will be a tremendous demand, for some time, to build up those inventories. Exports--especially of agricultural products--can be relied on to remain at very high levels in view of the European relief requirements. Finally, in many lines, including transportation and manufacturing industries, there will be a large demand for equipment. There will also be an extensive demand for construction.....10/

He further predicts that after the war we will gradually move forward toward a high-consumption economy with emphasis on appropriate leisure and on cultural and recreational activities. It is essential that our increasing productivity shall permit us to progress toward an economy that lays relatively less stress on "brick and mortar" and places more emphasis on educational, cultural, recreational, and service activities, including public health, social security, and public welfare programs. 11/

In the conversion period following the declaration of peace and perhaps for an extended period thereafter even if general unemployment is avoided, many women will withdraw from employment voluntarily; many will be dismissed. Louise Stitt states this concerning women in the professions:

Women with professional training and experience have had unusual opportunities during the war for employment in their chosen fields. If emphasis in the postwar period is to be placed on the providing and consuming of services, the demand for professionally trained workers should continue. The extent to which women will be employed in the professions in the future will depend to a considerable degree on the satisfaction which they have given during the war period. It is safe to predict that many women who have performed with outstanding success will be retained in spite of male competition. The success of such women will increase the opportunities for employment of others. 12/

With those visible contours of the postwar world before us, let us ask the third question: What career areas are we now sure will be open to women after the war?

If the world is now and forever after to be an interdependent unit, and if transportation is to be greatly facilitated, there are probably new and important careers for women to be devised in the area of human relationships through exchange posts in other countries and conferences and forums with our world neighbors in educations, public health, child care, and the arts. Certainly this reality means that in all career areas languages, history of cultures, anthropology, and social psychology must play a much greater part. Basic English and a poorly remembered American and English history will not be enough. There will be careers for women in the field of adult education, now moving toward a predicted development never before dreamed of in our country.

It is clear, then, that if we live now and are to continue to live in an interdependent world, all people must be educated in the understandings and skills which make men more able to behave in cooperative ways. All teachers and social workers must be skilled in such understandings and competences. All adults, all parents must be helped through adult education to grow in such beliefs and behaviors, so that they who have not been so educated may grow in the ways demanded by today's world. The imperative fact of "co-operate or perish" demonstrated so clearly in a wartime operation like the landing of American forces in Africa in November, 1942, must remain an imperative in war and peace education, in civilian action and in peacetime economic and social planning. 13/

The need for developing the skills of responsible, cooperative behavior will have its impact on education and on the recreational and group-work fields in which women will continue to find rewarding expression. This should be a challenging field for creative thinking toward new patterns in recreation growing out of war experiences and war needs. Lindeman has stated that a new creative pattern in this area must be devised to allow those to relax who have been through the war's untold tensions and destructive experiences.

This indication of woman's contribution in the area of human relations seems to emphasize the fact that the greatest career for women in the postwar world remains that of homemaker, responsible for the bearing of healthy, able children educated by her into the beliefs and skills of cooperative responsible behavior.

Careers in the out-of-home care and education of young children, in social work, in nursing, and public health will be further developed and extended in new ways with growing demands for human services.

Careers in the work of veterans' rehabilitation, centering around psychology, psychiatry, occupational and physical therapy, social work, and administration, will open opportunities to many women.

Stitt states that in war industries which now employ women engineers, physicists, chemists, and laboratory technicians, such as air-craft, ordnance, shipbuilding, scientific instruments, explosives, parachutes, even though the activities of these industries will be materially reduced after the war, more professional women doubtless will be employed by them in the postwar period than were employed before the war.

She states that the industries that may continue after the war to offer positions to women engineers, physicists, chemists, and laboratory technicians are: paper and pulp (chemists, testers, research helpers); oil refineries (chemists to develop new products), food plants (testing chemists and nutritionists experimenting with dehydration and nutritive values); drug companies (research workers in biological laboratories); rubber plants (chemists in the further development of synthetic rubber); and the like.

One of the industries that probably will increase after the war is in the area of construction. Women will find the professions of architecture, landscape gardening, interior decorating, housing administration open to them.

Jobs in industry requiring college but not scientific training which may or may not remain open to women after the war are in the field of personnel and employee relations positions and professional work in the service fields. There should be opportunities for women in occupations relating to health such as: medical research, industrial hygiene, sanitation work, infection control, dental hygiene, physic-therapy aides. Women should be needed in the psychological services such as: industrial psychiatry serving in the selection, classification, and placement of workers, in devising and giving aptitude and performance tests, and in job analysis. Psychologists will be needed in the re-education and readjustment of wounded soldiers in general, vocational rehabilitation, and ~~in vocational rehabilitation and~~ occupational guidance. Certainly the field of child-care services will expand further for women, demanding persons trained in nursery-kindergarten education, child psychology, physical and mental hygiene, parent education, nutrition, recreation, social service. In the field of nutrition there will be need for research in group feeding, feeding in industrial plants, commercial experiments to determine nutritive value of foods, services to housewives by private and public community agencies, and nutrition in the postwar reconstruction program in foreign service. This is a field in which women already have established leadership. 14/

Finally, what planning should women now, along with understanding men, be undertaking in the preparation for the postwar period ahead? Women in labor and industry and various professional associations of university women should now be planning along with the men's groups for postwar full employment. They should be the ones responsible for understanding and interpreting women's needs as partners in the solution of our social problems.

Opportunities properly carry responsibilities with them. Women have an opportunity at the present time that has never been available to them before to participate in forming public policies, and in the discovery or invention of appropriate ways to carry policies into effect. Women must preserve the distinguishable excellencies of their own ways of living instead of taking on the ways of men. Only by doing so will the quality of life be enriched by the participation of women in the solution of the complex problems that must be solved. Each woman has a special obligation to see that her total program of action reflects credit not only upon herself but also contributes to general confidence in the value of the thinking of women in large affairs as well as in the details of domestic life. There is real adventure in the creation and maintenance of a better life for all people. 15/

Since more women than ever before have shared in the work experiences of men, this may be the crucial and strategic moment for an establishment of comradeship and a recognition of the woman as an equal human being with the right to work out the best contribution she can make to our society in the way uniquely hers. Women should be planning and working in the areas of human relationships and their work must be valiant and thorough of their values will again be destroyed in another and more horrible world conflict. Women should be active in the field of education, not only in the areas of democratic principles and skills in cooperative responsibility but in the education of men and women for each other so that they may plan out a peaceful world together.

.....happiness for men and women is in the greatest freedom for both that is consistent with equal opportunity. Freedom without opportunity is meaningless.

Free men and free women, working on equal terms together in all the processes of life--and what is this but democracy? For in our pre-occupation with nations and peoples and races, let us remember again that there is a division still more basic than these in human society. It is the division of humanity into men and women. Men and women against each other, destroy all other unity in life. But when they are for each other, when they work together, the fundamental harmony exists, the foundation upon which may be built all that they desire. 16/

Footnotes - Careers For Women by Rosalind Cassidy

1/ See War Manpower Commission, "Women in the War-Time Labor Market," Report and analysis Service, August 30, 1943. Also see Lucy Greenbaum, "As Kaiser Sees It." The New York Times, October 31, 1943.

2/ From a recent address given by Louise Stitt on the "Effect of the War on the Vocational Experience of Women."

3/ Louise Stitt, op. cit.

4/ Margaret Culkin Banning, Women for Defense (New York: Duell, Sloan and Pearce, Inc. 1942); Mary V. Robinson, "Women Workers in the War." Monthly Labor Review, October 1943 Bureau of Labor Statistics, United States Department of Labor; Eleanore Roosevelt, "American Women in the War." The Reader's Digest, October 31, 1943.

5/ Somerset Maugham, "Novelist's Flight from France," The Saturday Evening Post, March 22, 1941; Roy Nolton, "The Inner Threat: Our Own Softness," Harper's Magazine, September 1940; Pearl S. Buck, of Men and Women (New York: The John Day Company, 1941); Margaret Mead, And Keep your Powder Dry (New York: William Morrow and Company, 1943); Rosalind Cassidy, "Women's Education in a World at War; Ends and Means." Progressive Education, November 1941; Catherine Clover, "Women as Manpower," Survey Graphic, March 1943.

6/ James Truslow Adams, The American (New York: Charles Scribner's Sons, 1943), pp. 372-373.

7/ From a statement sent to the author by Gertrude Laws, Director of Education for Women, Pasadena Public Schools.

8/ James Thurber, Thurber's Men, Women and Dogs (New York: Harcourt, Brace and Company. 1944)

9/ Points stressed in an address given at Mills College, "Post-War Planning Begins Today." by Anne C. Treadwell, War Manpower Commission, San Francisco.

10/ Alvin H. Hansen, "Wanted: Ten Million Jobs," The Atlantic Monthly, September 1943 p. 65; Elinor M. Herrick, "What About Women After the War?" The New York Times Magazine. September 5, 1943; "A Survey of Baruch's Proposals," San Francisco Chronicle, February 19, 1944).

11/ Alvin H. Hansen, op. cit. p. 68

12/ Louise Stitt, op. cit.

13/ Bernice Baxter and Rosalind Cassidy, Group Experience — the Democratic Way (New York: Harper and Brothers, 1943), pp. 151-152.

14/ Louise Stitt, op. cit. Also see Institute of Women's Professional Relations. Connecticut College, New Haven, Conn., War and Post-War Demands for Trained Personnel, 1943

15/ Gertrude Laws, op. cit.

16/ Pearl S. Buck, Of Men and Women (New York: John Day Company, 1941), pp. 202-203.

Women's Bureau
U. S. Department of Labor
Washington

March 18, 1944

TABLE 1. - ESTIMATES OF THE EMPLOYMENT STATUS OF THE CIVILIAN POPULATION FOR THE UNITED STATES: DECEMBER 1941 - DECEMBER 1943 1/
Persons 14 years of age and over
(in millions)

MONTH AND YEAR	Civilian Labor Force									Nonworkers		
	TOTAL			Employed			Unemployed					
	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female
1941												
December *	54.9	40.3	14.6	51.0	37.6	13.4	3.9	2.7	1.2	45.0	8.4	36.6
1942												
January *	54.2	40.1	14.1	49.7	37.0	12.7	4.5	3.1	1.4	45.8	8.6	37.2
February *	54.4	40.2	14.2	50.2	37.3	12.9	4.2	2.9	1.3	45.5	8.4	37.1
March *	54.6	40.1	14.5	50.9	37.6	13.3	3.7	2.5	1.2	45.1	8.2	36.9
April *	54.6	39.9	14.7	51.4	37.8	13.6	3.2	2.1	1.1	44.8	8.1	36.7
May *	55.0	40.0	15.0	52.3	38.4	13.9	2.7	1.6	1.1	44.1	7.7	36.4
June *	56.7	41.0	15.7	53.7	39.2	14.5	3.0	1.8	1.2	42.0	6.2	35.8
July *	57.3	41.5	15.8	54.5	39.8	14.7	2.8	1.7	1.1	41.3	5.6	35.7
August *	57.2	41.0	16.2	54.8	39.5	15.3	2.4	1.5	.9	41.1	5.7	35.4
September *	55.6	39.2	16.4	53.7	38.1	15.6	1.9	1.1	.8	42.4	7.2	35.2
October *	56.0	39.1	16.9	54.2	38.0	16.2	1.8	1.1	.7	41.7	7.0	34.7
November *	55.3	38.5	16.8	53.5	37.4	16.1	1.8	1.1	.7	41.8	6.9	34.9
December *	54.7	37.8	16.9	53.1	36.9	16.2	1.6	.9	.7	42.0	7.1	34.9
1943												
January *	53.4	37.0	16.4	51.8	36.1	15.7	1.6	.9	.7	42.7	7.3	35.4
February *	53.2	36.6	16.6	51.7	35.7	16.0	1.5	.9	.6	42.5	7.3	35.2
March *	52.9	36.2	16.7	51.7	35.5	16.2	1.2	.7	.5	42.4	7.3	35.1
April *	52.9	36.1	16.8	51.8	35.5	16.3	1.1	.6	.5	42.0	6.9	35.1
May *	53.7	36.4	17.3	52.6	35.8	16.8	1.1	.6	.5	41.0	6.4	34.6
June *	55.2	37.0	18.2	53.9	36.3	17.6	1.3	.7	.6	39.2	5.5	33.7
July *	56.0	37.5	18.5	54.6	36.7	17.9	1.4	.8	.6	38.3	4.9	33.4
August *	55.4	37.1	18.3	54.2	36.5	17.7	1.2	.6	.6	38.8	5.1	33.7
September *	53.8	35.7	18.1	52.8	35.2	17.6	1.0	.5	.5	40.2	6.2	34.0
October *	53.0	35.3	17.7	52.1	34.8	17.3	.9	.5	.4	40.9	6.5	34.4
November	52.6	35.1	17.5	51.7	34.6	17.1	.9	.5	.4	41.3	6.6	34.7
December	51.9	34.8	17.1	51.0	34.2	16.8	.9	.6	.3	41.8	6.7	35.1

1/ Excludes institutional population.
* Original estimates revised February 1, 1944 (preliminary). The estimates for November and December 1943 are based on new sample results.

Source: Department of Commerce, Bureau of the Census, Washington, D. C.
The Labor Force - February 2, 1944, Special Surveys: MRLF-No. 19.

A D V A N C E R E L E A S E ----- A D V A N C E R E L E A S E

Collins - WMC - 3336-7 Pm-4537

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For SUNDAY Papers,
March 19, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

A joint policy designed to coordinate efforts to recruit women for the Armed Forces and for essential civilian activities has been formulated by the War Manpower Commission, the Navy Department, the War Department, and the Office of War Information, Chairman Paul V. McNutt of the WMC announced today.

A statement signed by the heads of the four agencies concerned contains the following provisions:

1. The War Manpower Commission will recognize service in the women's branches of the Armed Services as an essential activity, necessary to the effective prosecution of the war.

2. The Armed Services will recognize the terminology in the list of essential activities designated in General Order No. 11 of the War Manpower Commission as the definitions of the essential activities named in the decision of the Director, Office of War Mobilization, August 12, 1943.

3. Recruiting programs, both national and local, conducted by the Armed Services will not single out women employed in an essential activity and shall, whenever practicable, state clearly that women employed in essential activities at their maximum skills are not wanted.

4. The War Manpower Commission, through the United States Employment Service, will refer to the Armed Services any individual worker in an essential activity listed by the Director, Office of War Mobilization, in the decision of August 12, 1943, who is not employed at her maximum skill, or who is not in an essential occupation, or who can be replaced by other available workers. Such referral will be made by the United States Employment Service, irrespective of whether the employer issues a statement of availability or release to the individual.

5. The Armed Services will not enlist a woman who within 60 days of her application for enlistment is engaged or has been employed in essential activity listed in the decision of the Director, Office of War Mobilization, unless such woman secures a statement of availability from her employer or the United States Employment Service or is referred to the Armed Services by the United States Employment Service in accordance with the preceding paragraph 4.

(Over)

X-27026

6. The Armed Forces Recruiting Services will urge all women who fail to qualify for enlistment or who do not enlist to apply at the United States Employment Service, and the United States Employment Service will direct eligible women to the Armed Forces Recruiting Stations on the same basis now used in directing them to essential war jobs.

7. The Armed Services will cooperate in a national educational womanpower campaign, "Women in the War," to emphasize the need for women in more useful jobs. The Armed Services will continue national educational campaigns in connection with recruiting women within the facilities available and will coordinate such plans with the War Manpower Commission and the Office of War Information.

8. Before inaugurating intensive local recruiting campaigns in critical labor areas, Group I and Group II, or confirming arrangements for such campaigns, the recruiting services will discuss the plans with the War Manpower Commission Area Director, or in his absence, with the local United States Employment Service representative. The object of this discussion will be to agree mutually upon the best timing of the campaign and to avoid conflict in so far as possible between such campaigns and previously scheduled intensive campaigns to recruit women for essential civilian industry.

The essential activities referred to in items 2, 4 and 5 of the foregoing follow, with the conversion into the terminology of the WMC "List and Index of Essential Activities" in parentheses after each:

1. Production and design of aircraft, including air frames, engines and equipment. (Group No. I Production of Aircraft and Parts.)

2. Shipbuilding, including technical equipment. (Group No. 2 Production of Ships, Boats and Parts.)

3. Production of Ordnance and Accessories.

4. Production and design of Signal Corps equipment. (Group No. 28.--Production of Communication equipment, when items specified are manufactured for the Signal Corps.)

5. Technical research on war projects. (Includes the technical research activities embraced within Group No. 35, Technical, Scientific and Management Services.)

6. Teaching of technical subjects involved in training for armed services and war projects. (Includes those activities embraced within Group No. 33, Educational Services, which are directly related to training services for the armed services and war projects.)

7. Agriculture. (Group No. 5, Agricultural Services and Commercial Fishing.)

8. Wire and radio communications. (Includes the following activities in Group No. 29, Communication Services; Radio Broadcasting, Radio Communications--Radio-Telephone and radio-telegraph; cable service, land or submarine, and telegraph, telephone and television.)

The WMC's recently revised "List and Index of Essential Activities" may be obtained from the Government Printing Office for 10 cents.

END OF ADVANCE RELEASE: For SUNDAY Papers, March 19, 1944.

From the Office of -
Margaret A. Hickey, Chairman
Women's Advisory Committee
War Manpower Commission
Room 5353 - Social Security Building
Washington, D. C.

March 1, 1944

STATEMENT OF WOMEN'S ADVISORY COMMITTEE OF THE WAR MANPOWER COMMISSION WITH RESPECT TO CUT-BACKS AFFECTING WOMEN IN INDUSTRY

In view of impending dismissals due to cancellation and completion of contracts, it seems wise to set forth definite policy recommendations for the transfer or demobilization of women workers when such becomes necessary. It must not be taken for granted that large numbers of working women have no economic problems to face as a result of separation from their jobs.

With respect to cut-backs affecting women in industry, the Women's Advisory Committee, therefore, recommends the adoption of a policy embodying the following principles:

1. That notice of cessation of work be given as far in advance as possible

2. That split-shift workers, including children for whom part-time working arrangements have been made, be laid off first

3. That voluntary resignations be called for from those women workers who wish to return to civilian life as soon as possible

4. That separation of other women workers be based on the following considerations:

   (a) Skill necessary on the job

   (b) Seniority on the job

   (c) Dismissal pay based on length of service

5. That plans be made for counseling workers dismissed as to the following:

   (a) Possibilities and procedures for transfer to other jobs in the locality

   (b) Re-training programs in operation in the locality

   (c) Social Security rights (Unemployment Insurance - Old Age Pension), and any other Government provision.

The entry of millions of women into war industries has made possible the present production records. The Women's Advisory Committee is of the opinion that it would be a sad commentary on our democratic institutions if the separation of women from industry were treated in other than a businesslike manner. To take for granted that a woman does not need to work and use this assumption as a basis for dismissal is no less unfair than if the same assumption were used as a basis for dismissal of a man.

2210

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WAR MANPOWER COMMISSION

For Immediate Release
Wednesday, February 16, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Women's clubs and organizations today were asked by the National Women's Advisory Committee of the War Manpower Commission to aid in recruiting women in all the areas of employment in which they are now needed. WMC estimates that by July 1 the nation's working force of women will reach the record total of 18,700,000 or 900,000 more than were employed in July, 1943.

Pointing out that women's corps of the various armed services are falling far short of their enlistment quotas, and that many thousands of women also are needed in areas of labor shortage, the Advisory Committee meeting in Washington today urged women's organizations to undertake the recruitment job as a major war effort.

Miss Margaret Hickey, committee chairman, in making the request, advised the women's organizations to gear their efforts to the employment needs and patterns of the WMC areas throughout the nation. Each organization taking part in the recruitment effort will be urged to tie its program to that of the local office of the WMC's United States Employment Service. This will avoid duplication of effort as the USES knows when and where women are needed and had full knowledge of the types of employment that are open, the chairman said.

"All planning and operation of these campaigns should be done in cooperation with the local offices of USES," Miss Hickey said.

"This can be done most effectively by establishing overall community womanpower committees, composed of women experienced in employment fields and having knowledge of community problems which affect employment. These committees can perform a vital war service by conducting educational programs which will bring into the labor market women who lack confidence in themselves, who are unwilling to do the jobs for which they are most needed or who simply fail to understand that in many communities there is great need for their service.

"Many women in labor shortage areas are confused because they hear that women are being displaced from war production in some other areas where labor is more plentiful. Completion of contracts and other causes are causing partial displacement of women workers in some areas and in some lines of employment. This may mean the need for woman labor will decrease in some areas, but the need for such help will continue to increase in the nation as a whole.

"It is unfortunate that women are not always available where they are most needed. In areas where war production is centered and in which labor shortages naturally exist, community facilities such as housing, transportation, medical and child care are so overburdened as to make it undesirable to bring in more new workers.

Valentine
Ervin
O'Connor

(over)

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bulletin went to these, and to all others (but w/o This release)

"These local womanpower committees, working in close cooperation with government agencies, can do much to encourage many women in such communities to make up their minds that they must enter the local labor market. If local women go to work in areas of labor shortage they will make it unnecessary to import more help and thus add to the problem of overcrowded communities," Miss Hickey added.

The Women's Advisory Committee has just released to national organizations of women a pamphlet, "The Wartime Responsibility of Women's Organizations." It sets forth the need for forming community committees of women, especially in areas of labor shortage and special employment problems.

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Issued by the

PM-4519

for:

For Immediate Release:
Monday, February 14, 1944

WAR MANPOWER COMMISSION
SELECTIVE SERVICE SYSTEM

An agreement between the War Manpower Commission and the Selective Service System, announced jointly today by Paul V. McNutt, WMC Chairman, and Major General Lewis B. Hershey, Selective Service Director, specifically designates the part the two agencies will play in returning the veteran to civilian employment.

Under the terms of the agreement the Selective Service System is to have the specific responsibility of returning the veteran, if he so desires, to his old job. Responsibility for finding him a new job will rest with the Veterans' division of the United States Employment Service, War Manpower Commission.

The federal Civil Service Commission will continue to exercise jurisdiction over the placement of veterans in the federal executive civil service.

The text of the agreement follows:

JOINT STATEMENT BY THE WAR MANPOWER COMMISSION
AND THE SELECTIVE SERVICE SYSTEM

The Director of Selective Service has a two fold responsibility under Section 8 (g) of the Selective Service and Training Act of 1940. These are:

1. To establish a Personnel Division for the purpose of rendering aid to veterans seeking reinstatement in their OLD positions.

2. To establish a Personnel Division to render aid to veterans in seeking NEW positions.

The Director of Selective Service in carrying out his first duty, to establish a Personnel Division to render aid to veterans seeking reinstatement in former positions, has established a Veterans Personnel Division (heretofore known as the Reemployment Division).

Under the reemployment policy of the Selective Service System, the responsibility for securing to veterans their right of reemployment has been delegated to the State Directors with authority to set up within the respective states, the machinery which is most conducive to securing such reemployment rights for the veterans.

The local boards, together with their Reemployment Committeemen, will be charged at their level with the responsibility of rendering such aid as is necessary in order to enforce this right.

The Director of Selective Service, in carrying out the second mandate of Congress to render aid to veterans in securing new positions, is requesting the War Manpower Commission to assume the responsibility of placing returned veterans in new positions through the facilities of that organization.

(over)

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The War Manpower Commission has a Veterans Employment Service in its national headquarters, a State Veterans Employment Representative in each State administrative office, and a local Veterans Employment Representative in each of the 1,500 local offices of the United States Employment Service of the War Manpower Commission. It will be the responsibility of that organization to conduct an effective program designed to place the returned veterans in new positions.

The reintegration of the returning veteran to the civilian economy of this country is one of the most important duties of the Nation, both from an economic and patriotic point of view. It is particularly important that the agencies of the Selective Service System and the War Manpower Commission cooperate with a complete unity of purpose.

While the reinstatement of veterans to their former positions is a primary objective of the Veterans Personnel Division of the Selective Service System and the placement of veterans into new jobs is a primary objective of the USES of the WMC, ours is a joint effort, whose objectives must be accomplished in unity and cooperation between the two services.

The employment responsibility for veterans of all previous wars continues to be that of the United States Employment Service of the War Manpower Commission.

X-25967

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A D V A N C E R E L E A S E ----- A D V A N C E R E L E A S E

Collins-WMC 3336 PM-4511

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Use After NOON, EWT,
Tuesday, February 1, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

A new survey of the nation's manpower needs for the first half of 1944 was made public today by Paul V. McNutt, chairman of the War Manpower Commission.

In a statement prepared for a press conference held this morning, Mr. McNutt said:

I am making public today our statement on manpower requirements for January and July of 1944.

An analysis of the requirements indicates that we face five primary problems in the coming months:

1. Although war production as a whole has leveled off and total munitions employment will remain on a plateau, many specific production programs are expanding rapidly. We must find more workers for aircraft, ship repair, radio and radar, heavy trucks, landing craft, and other items which are on the increase. The many areas where these munitions are produced will continue to grow tighter. Production will decline in other areas, but a layoff of workers as a result of a cutback in a midwestern ammunition plant does not in itself staff the ship repair yards in San Francisco. Therefore, we must continuously conserve and reallocate our present supply of munitions workers.

2. We must replace the men and women being drawn every day into military service, which becomes increasingly difficult as time goes on. To provide a net increase of 500,000 in the strength of the armed services, approximately 1.4 million will have to be inducted, in order to compensate for those who are discharged or lost.

   Men who are withdrawn from industry for military service are becoming harder and harder to replace. In each successive month a higher level of skill and experience must be tapped to fill Selective Service calls.

3. Workers must remain in essential jobs in the face of growing attractions which operate in the other direction. The impulse to seek out a safe berth in nonwar work of a permanent character, must be put aside in this crucial phase of the war. Our twelve Regional Directors have reported almost unanimous concern over this tendency. Too many manufacturers have one eye on their post-war civilian market; when this is so, it is only natural for workers to seek out their post-war jobs. We should be clear about one thing: the manpower shortage will not permit any extensive expansion of nonwar production before the collapse of Germany, even if materials should be available. The amount of reconversion we can afford is not commensurate with the amount of talk that has been given to it. Let us put our mind back on the job to be done.

(Over)

X-25471

Cutbacks create a further psychological hazard; a layoff of three hundred workers receives more attention than a new demand for three thousand. The inevitable uncertainty has an injurious effect on the production line, despite the fact that workers who have been laid off by cutbacks are sorely needed in other employment.

4. The seasonal labor needs of agriculture--about 3.4 million between January and July--must be filled. This seasonal swing is usually accompanied by a corresponding increase in labor supply. The bulk of the additional labor will consist of women and young persons who are already resident in farming areas, but who work in the fields only during the busy season. We will again need the services of these people.

5. The labor shortage in a number of highly critical industries is still extremely serious. I might mention railroad transportation, ball bearings, foundries, coal, meat packing and radio tubes as examples. These industries have not received the same wide attention as others such as aircraft and shipbuilding, but every one is directly and intimately connected with the flow of materials to the fighting fronts.

Apart from seasonal agricultural requirements, our civilian employment plus the Armed Forces must increase by 900,000 by July 1944. This increase is small compared to those which have been achieved in former years but will be more difficult to attain. We do not have reserves of unemployed to draw from. The women who were readily available for employment have already been drawn into the labor market. Workers are no longer being made available for transfer by declining civilian activities; as a matter of fact the trend is the other way. From now on, we will have to operate within a fixed and limited manpower budget.

Our manpower resources are strained. We have never before in our history had so many people at work. Our only remaining substantial labor reserve consists of women; but the number of new women entering the labor market barely compensates for those who are returning to their homes. Nonagricultural employment of females has remained relatively constant over the past six months. About 8 women leave the labor market for every 10 who enter it.

The bulk of our war production is carried on in labor shortage areas--those in Group I and Group II. It is in these areas that the strain on our labor resources will be hardest. Despite the spread of vigorous and effective local manpower programs, very few major Group I areas have so far been able to move out of this category.

The manpower job has not been cut back.

WAR MANPOWER COMMISSION

Manpower Requirements

January--July 1944

Summary

Present indications are that manpower requirements for civilian employment and the Armed Forces will necessitate a net increase of 900,000 during the first six months of 1944 apart from a 3.4 million seasonal increase in agricultural employment.

Armed Forces will require the largest increase, a net addition of 800,000 men and women exclusive of replacements for discharges and battle casualties. Since an estimated 100,000 per month must enter military service as replacements, total inductions will approximate 1.4 million. The net drain of manpower from the civilian labor force will not be so large as this total, because most of the discharged veterans will become available for civilian employment.

On the basis of the latest information on munitions production schedules, it is anticipated that employment in the munitions industries must be maintained at the January level through July 1944. Although in the aggregate munitions employment is not expected to change appreciably during the six month period, substantial upward and downward changes in the production of specific items will be reflected in the employment level of these industries and the areas where they are located. For example, aircraft, landing craft, communications and electronic equipment, and ship repair are scheduled to increase while production of such other components as ammunition, small arms, anti-aircraft artillery and tanks are scheduled to decline.

No significant changes, other than seasonal, are expected in nonmunitions employment during the first six months of 1944. Agricultural employment is expected to increase by 3.4 million from the seasonal low point in January to the seasonal peak in July. This swing occurs each year and is accompanied by a corresponding seasonal increase in labor supply. Increases totaling 400,000 are required in transportation, textiles and food industries. During this period, however, a further decrease of 300,000 is expected in construction, trade, service, and self-employed groups.

It is expected that unemployment will total 1.0 million in July, a reduction of 200,000 under the corresponding month in 1943. The small increase over the January level represents a seasonal factor, and not a reversal of the wartime trend. Unemployment typically increases in July as the result of the large influx of students into the labor force all of whom are not immediately employed.

Armed Forces.--The major expanding demand for manpower in the first six months of 1944 is that of the Armed Forces. The net strength for the Armed Forces is estimated at 11.3 million for mid-1944. The estimated strength of 10.5 million on January 1, 1944, is somewhat below earlier expectations for that date. The indicated increase of 800,000 for the military services from January to July is the net increase between the two dates. Because of the need for replacing casualties and other separations from the Armed Forces, including men returning to civilian life, inductions must be maintained at a much higher level than would be required merely to bring about the indicated increase in net strength. The net drain on civilian manpower resources will not be so great as the number of inductions, however, because most of those released will be available for immediate employment and will be included in the employment total of July 1944.

Munitions Industries.-- In the six months ending in January 1944, munitions employment expanded from a level of 9.6 million to approximately 9.8 million. Based on the most recent appraisal of the munitions program by the War Production Board, it is estimated that total manpower requirements on a Nation-wide basis for the munitions industries will probably not increase during the first six months of 1944. The production requirements reflect changes in strategic military factors and inventory accumulations. Reductions in production schedules for some program components represent actual curtailment from current or past rates of production. In other instances, program curtailment represents only the elimination of scheduled increases no longer required. The reductions from current rates of production in some components are offset by necessary expansions from current production levels of other items such as aircraft, communications equipment, and landing vessels. Any future changes in strategic plans may alter the munitions production program which will affect the labor requirements in the months ahead.

Federal War Agencies.--Civilian employment in the major war agencies of the Federal Government, exclusive of Navy Yards and manufacturing depots, is expected to remain at 1.5 million during the first six months of 1944, with increases in some agencies offset by decreases in others.

Transportation, Fuel, and Utilities.--Additional requirements of 100,000 workers for transportation, fuel, and utilities reflect an expected record volume of industrial and agricultural activity at the mid-year.

Food Industries.--Food processing is expected to require 200,000 additional workers by next July--a total of 1.5 million as against 1.4 million last July and 1.3 million currently. This increase in employment is largely seasonal in character.

Textiles, Clothing and Leather.--An increase of perhaps 100,000 workers in textiles, clothing and leather appears to be indicated on a requirements basis. Employment in this group of industries has decreased from 2.7 million in July to 2.6 million at the present time, primarily because of labor shortages, with the result that the current output of certain textile items is below desired volumes.

Construction.--Further declines of 100,000 in construction employment are expected, reducing this industry to 700,000. This low level reflects continued shortages of materials available for non-war building activity.

Trade, Service and Self-employed.--Further small declines in this group reflect a lack of available manpower. In general, however, the indicated declines are not of such a magnitude that they will impair civilian capacity to maintain war production. High levels of consumer income would support a substantially greater employment if manpower were readily available.

Agriculture.--Quantitatively the largest single increase in total labor requirements is the seasonal demand in agriculture. Farm employment has declined seasonally by 3.4 million during the last six months--from 12.1 million in July 1943 to an estimated 8.7 million in January 1944--and is expected to rise seasonally by the same amount during the spring and summer months to approximately the same level as last year. The seasonal increase in employment is largely met by persons not normally in the labor market such as members of farm families and school youth.

Table 1.--Composition of the Labor Force, January 1942--July 1944

	Actual		Estimated		
	July 1942	Jan. 1943	July 1943	Jan. 1944	July 1944
			(In Millions)		
Total labor force, including Armed Forces	60.6	59.4	64.8	61.2	65.7
Armed Forces	3.8	7.0	9.3	10.5	11.3
Civilian Labor Force	56.8	52.4	55.5	50.7	54.4
Unemployment 1/	2.8	1.4	1.2	.8	1.0
Total Employment	54.0	51.0	54.3	49.9	53.4
Agriculture 2/	11.7	8.7	12.1	8.7	12.1
Total Nonagricultural Employment	42.3	42.3	42.2	41.2	41.3
Munitions industries 3/	7.8	9.1	9.6	9.8	9.8
Federal war agencies 4/	1.0	1.5	1.6	1.5	1.5
Transportation, fuel, utilities 5/	4.3	4.2	4.4	4.4	4.5
Construction 6/	2.1	1.5	1.2	.8	.7
Food industries	1.4	1.3	1.4	1.3	1.5
Textiles, clothing, leather 7/	2.8	2.8	2.7	2.6	2.7
Manufacturing n.e.c. and mining n.e.c. 8/	3.2	3.1	3.1	3.0	3.0
Trade, Service, Self-employed, etc. 9/	19.7	18.8	18.2	17.8	17.6

1/ Increase of 200,000 from January 1944 to July 1944 is entirely seasonal and consists of school youth who become available for work.

2/ Pending the determination of manpower needs for a definite agricultural program for 1944, the 1943 figure has been projected without change for 1944.

3/ Includes all metal-using industries, metal mining, selected chemicals and rubber industries.

4/ Includes major war agencies but excludes employment in Navy Yards and manufacturing arsenals included in munitions group, as well as off-continent and force-account construction employment of war agencies.

5/ Includes transportation and public utilities, coal mining, and petroleum production, drilling and refining.

6/ Includes contract construction and federal force-account construction.

7/ Includes textiles, apparel, leather, rayon and allied products, and rubber boots and shoes.

8/ Includes tobacco, paper and allied products, printing and publishing, lumber, furniture and finished lumber products, parts of the chemicals; stone, clay, and glass industries; miscellaneous manufacturing, quarrying and non-metallic mining. n.e.c.

9/ Includes trade, service, State and local government, Federal Government (except war agencies, Navy Yards and manufacturing arsenals), self-employed, proprietors and domestic servants, with adjustment for statistical duplication between Bureau of Labor Statistics and Census series.

War Manpower Commission
Reports and Analysis Service,
and U. S. Department of Labor
Bureau of Labor Statistics
January 27, 1944

(over)

Notes: January 1944 figures are forecasts, based on October and November employment and labor force data and taking account of expected changes in production through January. July 1944 munitions estimates are based on latest information on production schedules; changes in strategic plans could result in substantially different requirements for this group of industries.

Sources: July 1941 to July 1943 data for civilian labor force, unemployed, employed, agricultural and nonagricultural employment, from Monthly Report on the Labor Force, Bureau of the Census. July 1941 to July 1943 data for components of nonagricultural employment from Bureau of Labor Statistics. Data on Armed Forces from published statements. Estimates for January and July 1944, except Armed Forces, by Bureau of Labor Statistics and War Manpower Commission, Reports and Analysis Service, with the cooperation of the Planning Division of the War Production Board.

END OF ADVANCE RELEASE: For Use After NOON, EWT, Tuesday, February 1, 1944.

Lourie
Erickson
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Valentine
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Anderson
Wolfe
Webb
O'Connor
Swaltz

X-25471

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Excerpts from policy statements by Mary Anderson, Director of the Women's Bureau, on post-war policies. Address before American Economic Association meeting, Jan. 23, 1944.

Certainly, no one believes that women should be employed at the expense of ex-servicemen or be the cause of their selling apples on the street. But this belief does not preclude a program of analyzing the problems and probabilities as to women's future employment for women are part of mankind. President Roosevelt in his message to the Congress in January stressed the right of every American citizen to a useful and remunerative job. This means not only men but women workers whose services and sacrifices are essential factors in winning the war, and who have equally vital roles to enact in winning the peace. . . .Facing the special problems of women and formulating specific solutions must be the line of action. . . .Full employment of our productive resources -- both human and material -- is essential to save the country from a worse depression than the one that began in 1929. (January 1944)

Pages missing in original

GOVERNOR BRICKER'S DAY STARTS WITH FAMILY BREAKFAST. HE DRIVES HIS OWN CAR TO HIS OFFICE WHERE

OHIO LOOKS TO '44

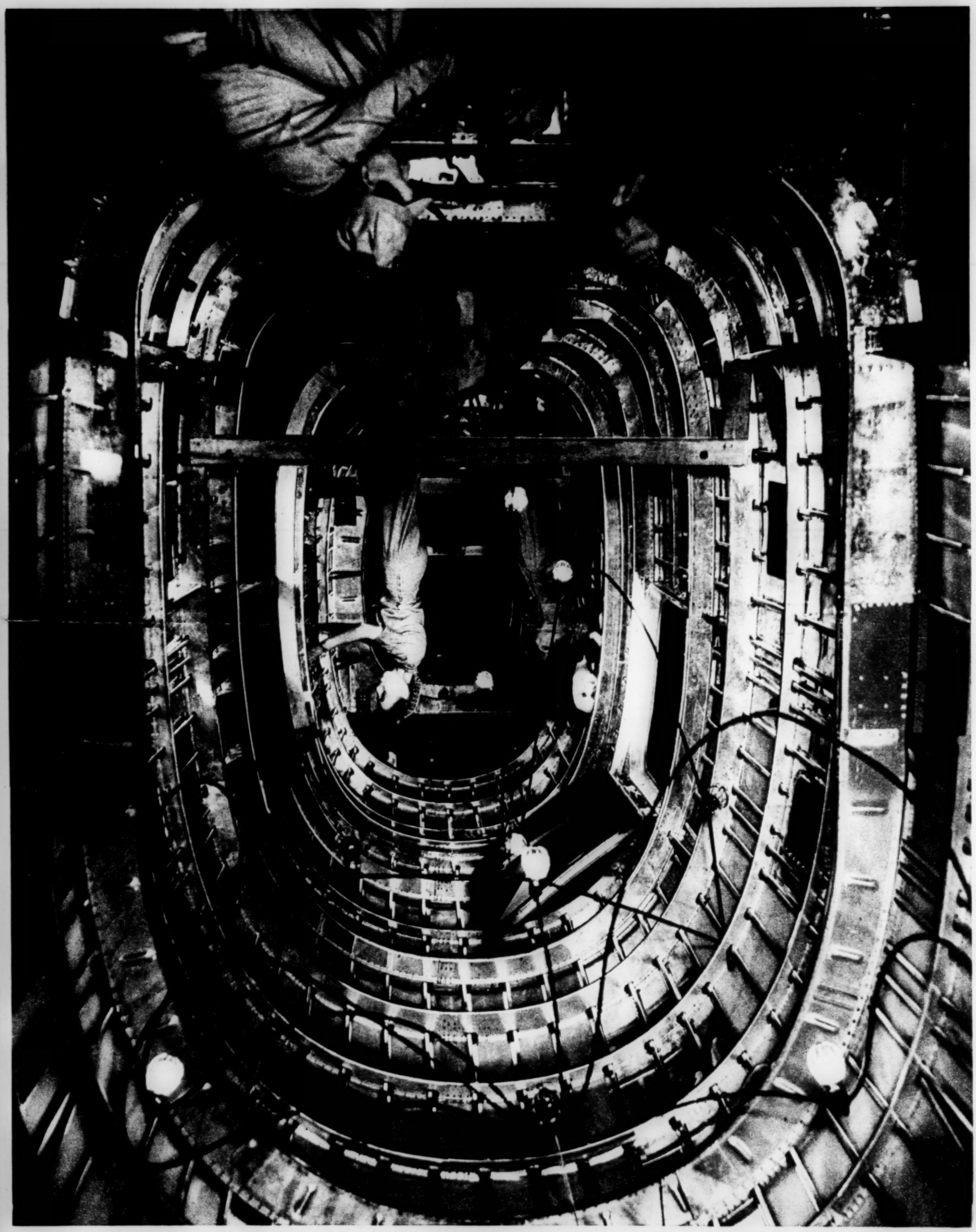
THE BUCKEYE STATE HOPES TO PROVIDE ITS EIGHTH U.S. PRESIDENT. IS 1944 THE YEAR? IS BRICKER THE MAN? IS A RETURN TO LEGENDARY OHIO REPUBLICANISM IN THE CARDS?

by ELIOT JANEWAY

OHIO'S concise summary of American history between 1865 and 1930 is that in those years it gave the U.S. seven Presidents, all Republicans, and look how the country grew—and how much the same the typical state of Ohio remained. By 1944 it expects the U.S. again to be on its familiar way, at peace and prospering by doing business as usual with itself and with any foreigners who want to trade with us on our terms. In short, Ohio hopes to give the U.S. its eighth Buckeye President in 1944 in the person of John William Bricker.

So experienced a mother of Presidents as Ohio is naturally very articulate as to the reasons why another of her sons should be "available" in 1944. To begin with, Ohio boasts no less than eight cities with populations greater than 100,000. Her metropolis—Cleveland—has a population of almost a million. Then, too, the map of Ohio is studded with cities like Lorain, Mansfield, Massillon, Springfield, Warren, Hamilton, and Steubenville—industrial centers that would stand out conspicuously in many another state but are simply more second- and third-rank cities in industrial Ohio. Yet Ohio is not a big-city, or an industrial, state. On the contrary, it is primarily a small-town, even a rural, state. In fact, the farmers have more to say about the running of industrial Ohio than they have about the running of the industrial U.S. Which is one reason why Ohio says that any politician who is a vote getter in Ohio will be a vote getter anywhere in the U.S.

Another reason is that Ohio is not only a major state: culturally, historically, and politically, Ohio spills over into four different regional patterns. First, Ohio is an eastern state, which for 1944 has certain advantages, especially with three New Yorkers prominently in the race. Then, along with western New York, Pennsylvania, Indiana, Michigan, and Illinois, Ohio lies in the heart of the U.S. industrial triangle. Third, Ohio falls



depends largely on *balance* in production. The meaning of this term is often misunderstood, and, in fact, it may have four separate meanings as applied to production.

First: there is the over-all balance of supply and demand; i.e., the production objectives for all war programs must come within the available supply of labor, materials, and facilities. But, before this over-all balance can be struck, we must know the materials needed to sustain the civilian economy sufficiently to support maximum war production. This requires an accurate determination not only of the available supply of raw materials but also of the capacity available to convert these raw materials into the right shapes and sizes of semifinished products.

The materials left after civilian needs have been met represent the supply open to the fighting forces. In early 1942 no one could tell exactly what America could produce and how much its industry would consume on an all-out basis. It is the job of the War Production Board to determine these things and its expert economists and statisticians have worked hard on the problem. Recently WPB was able to fix the 1943 limits with reasonable accuracy. This outlines in broad terms over-all production possibilities on which the armed services and the Maritime Commission can draw.

Balance in production is also essential among the several military programs; that is, available materials must be divided among the Army, the Navy, the Army Air Forces, and the Maritime Commission, to meet the programs that the Joint Chiefs of Staff have set up toward the end of hitting the enemy with maximum impact. After the over-all balance of supply and demand had been fixed, this military balance could be decided.

The striking of balance between the several military programs was an involved operation, as it was based on strategic considerations as well as on the possibilities of production. The economists of the War Production Board used an over-all dollar value as the industrial index to determine our potential industrial output for war compared with past performance, and a definite dollar value was established as the limiting factor for the over-all military program deemed feasible in 1943. The several programs were brought into balance within this dollar value. For example, the end-item requirements for the Army Ground Forces were reduced so that their total estimated value came within the dollar value allocated to this program. The tonnage requirements for the critical raw materials needed to meet this program were then computed. These tonnage requirements were combined with the requirements of other programs and compared with the available supply. Readjustments were made as necessary so that the requirements in critical raw materials were also in balance.

Manifestly, this attainment of balance was necessarily determined by several "cut-and-try" computations of the entire program. Fortunately, the experience gained in 1942 has enabled these methods to be applied quickly and with judgment. As a result of this action, the several claimant agencies for materials are now able to program their requirements against a known and predetermined supply.

This programming will make for a realistic balance within each of the programs of the claimant agencies. The Navy and Maritime Commission can now decide the kind and numbers of ships; the Army Air Forces the types and numbers of aircraft; and the Army the kind of troops and weapons—all on a timed delivery schedule.

With an over-all balance established between supply and demand, with the programs of each claimant agency established within the over-all supply, and with the schedules of each claimant agency balanced against its allocated supply, there remains the further problem of balance in production between the end item, which is to say the finished weapon, and the components and materials that go into it. This balance, once obtained, can be held only with a careful scheduling of production against a materials flow carefully controlled in volume and time. WPB and the claimant agencies have all recognized the need for balance in production in all four phases, and much was done to this end in 1942.

THE ARMY SUPPLY PROGRAM

The Army has catalogued its requirements for many months in what is known as the Army Supply Program. This lists all munitions of war used by the Army including its Air Forces, except aircraft and items peculiar to aircraft, which are procured directly by the Air Forces. It is the sum total required to sustain the Army's striking power in each calendar year through 1944; it also includes the carefully screened requirements of our allies. The catalogue is, of course, based on the composition and anticipated battle use of the forces during the given period.

Tables of Basic Allowances and Tables of Organization prescribe the equipment for the individual soldier and for each specific type of organization. With machine tabulations the Army can rapidly add up the requirements after the size and composition of the troops have been determined. However, to these fixed requirements must be added what the Army calls "spot items." These include the many special things for specific operations. Operations in North Africa, for example, require port and dock facilities, railway equipment, and many other items, which had to be anticipated and produced well in advance of operations.

In addition the Army must have a precise knowledge of the rate of replacement and the distribution inventory. The former must include not only day-to-day wear and tear, but also battle wastage and transportation losses. Initial maintenance factors have necessarily been chosen somewhat arbitrarily, in the absence of sufficient battle experience. But we are beginning to build up data. Wastage is especially severe when armored forces fight. Less than a week's heavy fighting has resulted in loss of as much as half of the total combat vehicles engaged. Obviously, wear and tear of battle require a constant flow of replacement matériel.

The distribution requirements for the expendable items that must be made available all over the world form a big part of the supply program. The "pipelines" must be kept full at all times. To be certain of having enough at the front, the Army at any given moment must have quantities of materials in depots being crated for shipment, in trains, in ports of embarkation, in ships,

[*Continued on page 225*]

This article is an important statement of the Army's production policy—the first complete statement since the war began. It explains the steps by which the original Army Supply Program came to be cut in half; the role of production in the composition of a striking force; and the effects of the materials shortage together with the rising strategic emphasis on the competing aircraft, naval, and merchant-marine programs.

General Clay knows whereof he speaks. As General Somervell's right hand in meeting the Army Supply Program, he deals directly with the top officials of WPB.

THE MARGIN NOW IS WOMANPOWER

Over three million women must be recruited this year in less than 200 cities. If they do not come forward voluntarily, they may have to be drafted.

WHEN it was announced on December 5 that Mr. Paul V. McNutt had finally been designated as "manpower czar," Washington commented wryly that "womanpower czar" would have been more accurate. Mr. McNutt's paramount task will be to draw several million women into the factories, most of them housewives who do not have to work and are not sure they want to.

Forecasts show that about four million people who have never worked before must be enlisted in the labor force in 1943. As FORTUNE's article on manpower suggested last month, they will have to be mostly women because nearly all the men are already working or fighting. The great majority, moreover, must be women already living in the swarming centers of war production —126 now designated as "tight," 61 more soon to become tight. There is no alternative. With housing, transportation, and everything else in the tight areas strained to the limit, and no room for in-migrants, resort to "idle" women becomes the only way to compound fresh manpower without compounding services, for which neither material nor manpower is available.

As the chart on page 100 shows, about 12.5 million women were in the working force by December, 1942. (About three million more were self-employed and unemployed—a shrinking group.) There are practically no unmarried women left to draw upon, for the few not working are either remote from the factories or tied down with helpless dependents. This leaves, as the next potential source of industrial workers, the housewives. We can forget those on the farms; this year, as never before, they will have to make up in toil for the lost farm hands.

We can also strike out the mothers with nursery-age children. Many will work, but an attempt to recruit them as a matter of national policy would raise subsidiary social problems, the cost of which might wipe out the gain. The only realistic reserve is the urban housewives without dependent children, i.e., under sixteen. They number about 12 million, of whom a third are under forty-five. In large part they live where the factories are; they are already consumers of services; they have the fewest burdens. Fewer, certainly, than the urban mothers of school-age children, who stand on the next manpower plateau.

But unfortunately these women do not offer the easy solution that the statistics indicate. "The manpower problem," says the War Manpower Commission (WMC), "is primarily a network of local problems." In Baltimore, Detroit, and Buffalo, and other war-production communities married women, mothers with school-age children, perhaps even mothers with infants may soon be recruited for the factories. But in New York, Oshkosh, or Grand Rapids, on the other hand, the women—single and married—may live their lives pretty much as usual. Thus the concentration of

"REGARDLESS OF RACE, creed, color, or national origin." Thus goes the President's mandate on fair employment practice in war industries. In many parts of the country the principle is still being observed in the breach. But this Boeing training class, being taught to assemble Flying Fortresses, includes many racial types. In the picture on the opposite page taken on the night shift the domino patterns on the plastic noses are reflected ceiling lights.

NOSE ASSEMBLY FOR DOUGLAS A-20 BOMBERS

war production in less than 200 cities is bound to impose unfortunate local inequities in the social load, a fact that WMC is now trying to explain to the public.

Woman's place is almost everywhere

Women are working as barbers, butchers, taxi drivers, slaughterhouse workers, railroad track tenders, fire fighters in the forests, whistle punks in the logging camps. Commercial airlines have women ticket sellers, mechanics, cargo loaders, and checkers. Shipyards are using women not only in shop assemblies, but even as keel welders outdoors; they will move higher and higher up the scaffolding as they gain confidence. Women repair ships at the Maryland Drydock Co., where every job is different. Glenn Martin has two women aerodynamic engineers, dozens doing drafting and perspective drawing. A FORTUNE Management Poll (see page 138) shows that nearly all companies are now employing many more women than before the war, and that they are prepared to use even more.

The number of women already at work and the variety of jobs open to them show that industry has already done a first-class job of recruitment, training, and personnel direction. But it must do more. Consolidated Aircraft in Fort Worth is using 27 per cent women, expects to go to 60 per cent. When Bridgeport Brass goes from 33.3 per cent now to 45 per cent by the end of the year, it will have women doing nearly everything but heavy foundry work and the handling of the largest artillery shell cases. At Boeing in Seattle, about half the working force are women, and the percentage is increasing.

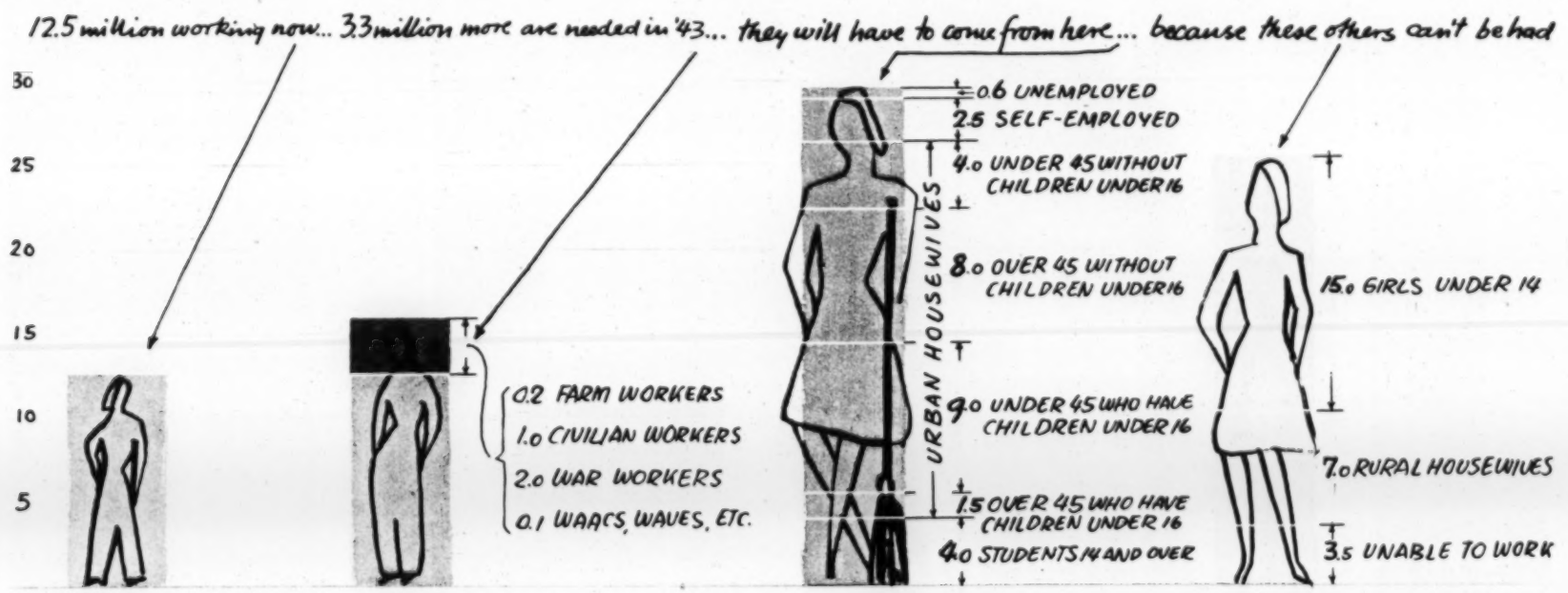
The manpower shortage confronts us with unexpected political and social issues. We are a kindly, somewhat sentimental people, with strong, ingrained ideas about what women should or should not do. Many thoughtful citizens are seriously disturbed over the wisdom of bringing married women into the factories. Mr. Roosevelt a few months ago was pondering the necessity of a national registration of women. Mr. McNutt, on his side, has long wanted a National Service Act, giving the government power to direct any able-bodied citizen, man or woman, to work where needed. But fears of regimentation were so strong in the public mind that these plans were abandoned, at least temporarily.

Mr. McNutt's current program is to try to persuade the needed women to come into the labor market voluntarily. If they do not come, then he may resort to the vague but potentially powerful leverages of the "indirect sanctions," which are part of his delegated executive authority. And if these in turn do not suffice, then, as Mr. McNutt has warned in the past, the government will have no choice but to resort to compulsory service. In Great Britain, as described in FORTUNE last month, women must register for work. All but 5.5 million of the 17.25 million British women between the ages of fourteen and sixty-five are in factories, uniformed services, or civilian defense.

In the end the number of women needed will depend on how effectively we use the existing supply of labor; how much the productivity can be efficiently stepped up by a longer work week: how rapidly workers are transferred out of nonwar production; how soon industry can absorb the so-called minority groups: the Negro, the neglected alien, the physically handicapped—a group that will grow as war casualties increase. Considering the social price that will otherwise have to be paid, common sense demands that these dormant reserves be called in before the labor recruiters start breaking up homes.

Yet even with these, industry would still be unable to meet its schedules without a big army of new women workers, and the realization has stimulated many war corporations into vigorous recruiting drives. Vought-Sikorsky in Bridgeport, cooperating with the U.S. Employment Service (USES), has had scouts out in the towns and villages of New Hampshire and Vermont, calling young, single women to rallying points by radio and newspaper advertisements that play up high wages, guaranteed places to live, patriotism, and the glamour of building airplanes. Consolidated is selecting women from a wide geographical arc around Fort Worth, looking to the day when these women can "sell" their former neighbors on coming to work.

This kind of recruiting is all right when it does not invade another war producer's labor market, or bring more people into a crowded community. Already, in Seattle, Boeing is concentrating on the local market, appealing to nonworking women through spreads in the three leading papers, radio programs and plugs, and window displays with pretty girls in smart slack outfits showing how easy it is to work on a wiring board. Unfortunately, not enough war producers have been as imaginative as Boeing.


12.5 million working now... 3.3 million more are needed in '43... they will have to come from here... because these others can't be had
30
25
20
15
10
5
0.2 FARM WORKERS
1.0 CIVILIAN WORKERS
2.0 WAR WORKERS
0.1 WAACS, WAVES, ETC.
URBAN HOUSEWIVES
0.6 UNEMPLOYED
2.5 SELF-EMPLOYED
4.0 UNDER 45 WITHOUT CHILDREN UNDER 16
8.0 OVER 45 WITHOUT CHILDREN UNDER 16
9.0 UNDER 45 WHO HAVE CHILDREN UNDER 16
1.5 OVER 45 WHO HAVE CHILDREN UNDER 16
4.0 STUDENTS 14 AND OVER
15.0 GIRLS UNDER 14
7.0 RURAL HOUSEWIVES
3.5 UNABLE TO WORK

THE WOMANPOWER POOL ISN'T AS BIG AS IT SEEMS. MUCH OF IT CAN'T BE USED

NEGRO WOMEN LEARNING TO WELD IN GLENN L. MARTIN—GOVERNMENT CLASSES

The heart of the problem is to develop more productive energy out of the "idle" reserves of the crowded centers. Yet neither these communities nor WMC has more than a hazy idea of what these reserves are. They do not know with any certainty how many Negroes, aliens, or physically handicapped people might still be called in. Nor do they know, except in a few instances, how many women are ready to work.

Voluntary registration of women has thus far been tried in only a few cities. In Detroit USES sent out voluntary registration cards to all women asking them to express their willingness to work or the reasons why they couldn't. Cards were returned by 300,000 women, indicating that about 146,000 without children requiring care were available for factory jobs, while 35,000 said they could work if their children were taken care of. WMC officials in Detroit believe, however, that only about 95,000 of these will actually appear voluntarily. Unless more of them can be brought in, Detroit faces the impossible burden of absorbing about 100,000 in-migrants to meet its 1943 labor needs. In Dayton, where 14,000 full-time war jobs must be filled by women in 1943, only 11,000 say they can work full time, and that figure must of course be discounted.

"Getting these women to go into industry," said Mr. McNutt recently, "is a tremendous sales proposition." The results of the first registrations make this plain. Many of the housewives have no personal need to become wage earners. The husbands of many are earning high pay. Some of those whose husbands are in the Army are living with relatives or in more or less independent fashion. Many with children have a profound sense of family obligation.

Mr. McNutt's present plan is to turn the responsibility for this sales job over to the USES, using local employment offices as USES outposts. The USES is barely capable of handling its present heavy burdens, and the new Congress may not give Mr. McNutt the money to improve it. If USES could pay higher salaries, it ought to be able to attract many top-flight salesmen

immobilized by the war. It could also clean up some of its offices. The atmosphere in one of them recently was so full of the odor of disinfectant from the washrooms that any self-respecting housewife would have turned back on the top stair.

The four million or more women who have entered the working force in the past three years were much easier to recruit than the three or four million housewives about to be called upon. They took jobs for a variety of reasons: patriotism, high wages, the need to earn a living because their husbands were off to war. Many of them give patriotic reasons. "My brother went into the Army, and now I feel that I'm in the fight too." "I have a son in the service . . . Wasn't particular what the job was." "My husband is in Iceland . . . Here to do the best I can . . . Women are in this to the end." Morale, and production of cartridge cases, soared at Bridgeport Brass when Mrs. Irene Fox, who carried dead and dying men in her station wagon at Pearl Harbor, appeared for work and told her story around the plant.

The Office of War Information and the War Manpower Commission are about to appeal to such patriotic emotions, which will increase in number and intensity as casualty lists mount. "The war's been too far away from us," Mr. McNutt said not long ago. "Of course," he went on, "the money appeal will continue strong, but we'll concentrate on patriotism."

Female Academy—1943

Many managers are worried about training new women employees. But Channing Dooley and his colleague Walter Dietz, who run WMC's Training Within Industry program, think they are worried without reason.

"We have so many requests from nervous employers for special material on the training of women," says Mr. Dooley, "that I've asked my secretary to go out and buy a rubber stamp to use on every printed piece we send out, reading 'This includes women, Negroes, handicapped, Chinamen, and Spaniards.' The only difference between training men and women in industry is in the toilet facilities."

But women need to get the feel for machines, and Mr. Dietz recommends warm-up courses, especially for women who have never worked before. He recalls that one class of twenty where the instructor tried to compare a drill press with a sewing machine included four women who had never seen a sewing machine. "They need to learn which end of a screwdriver to take hold of," he explains, adding, however, that young boys taking their first jobs often know no more. The War Manpower Commission, cooperating with vocational schools everywhere, provides warm-up courses free of charge, although in some places they are not being fully used. The obvious explanation, of course, is that women who want jobs can get them without outside training.

If we expect to bring into factories women who have never worked before, it would seem the best part of wisdom to give them some sort of pre-plant training, if only to strengthen their confidence. But the final polishing must of course come through training in the plant, and for this the Dooley-Dietz method is to teach teachers. Foremen, lead men, supervisors, and anyone else responsible for showing how things ought to be done are drilled in the most effective ways to go about it. Up to a recent date, the so-called Job Instructor Training had been given to some 350,000 foremen in over 6,500 plants employing seven million workers. Ten thousand foremen a week are now being trained.

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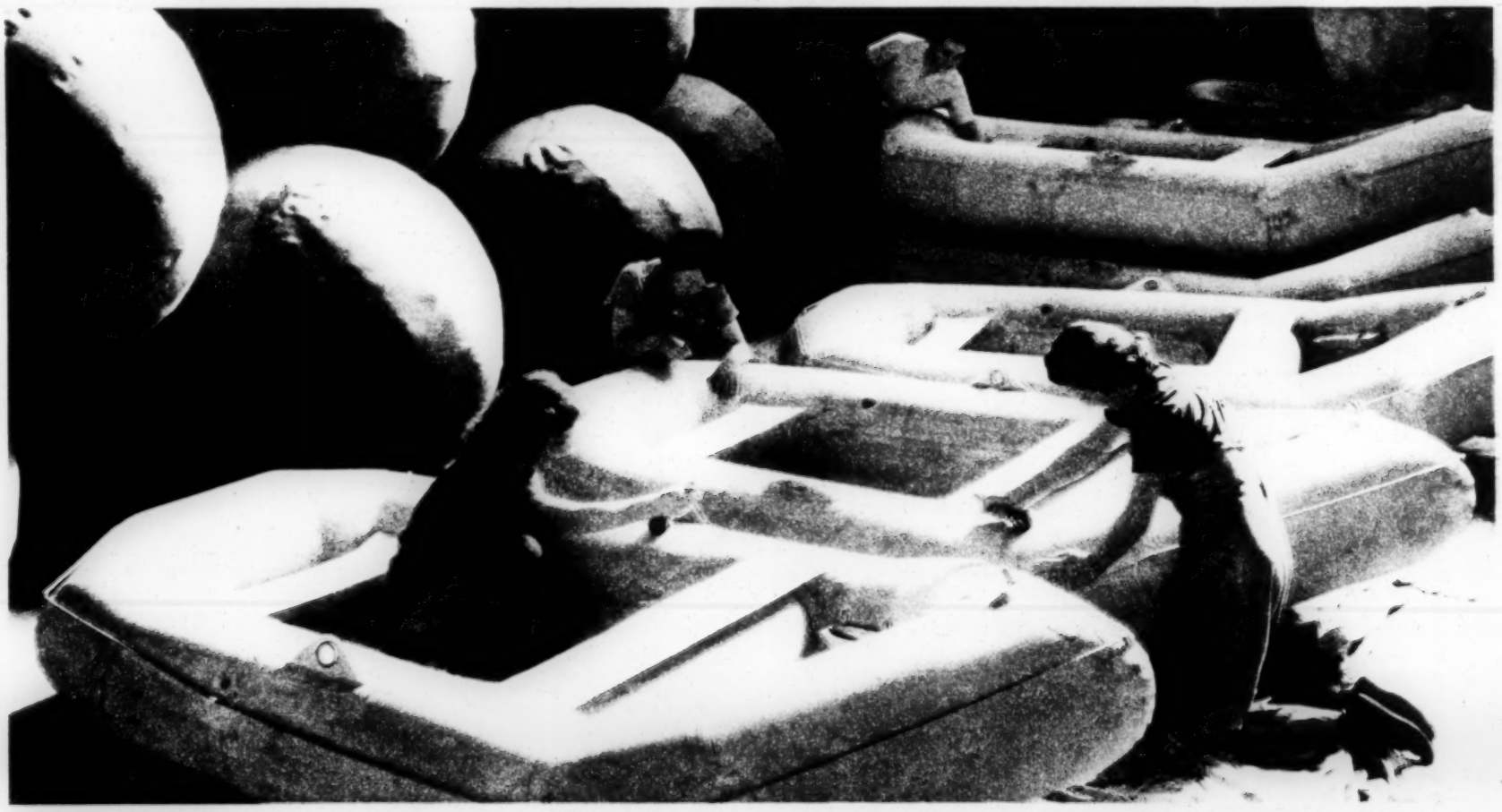

WOMEN MAKE LIFE RAFTS in the Goodyear balloon department for the use of flyers forced down at sea. On such rafts Eddie Rickenbacker and his companions floated for three weeks in the Pacific. They have saved scores of other crews as well. The round, balloon-like floats in the left background are "inflation gear." They are attached to wings of planes wrecked at sea in an effort to float them for salvage. Women in the picture on the opposite page are installing structural parts. Since the war started, employment of women in the aircraft industry has increased about 2,575 per cent.

TAIL ASSEMBLY ON C-87 TRANSPORT PLANE ➡

that Taft could not make the grade and that, if Bricker could inherit all the Taft crowd's southern delegates, he could emerge from the deadlock they expected. These hopes were of course blasted at Philadelphia. After it was clear that Dewey and Taft had eliminated each other, Taft stubbornly refused to withdraw. Pew, just as stubborn, refused to withdraw Pennsylvania's favorite son until Taft declared for Bricker. The Willkie forces marched right through this breach to victory.

Bricker returned to Columbus and called a special session. He tabled economy and asked for $1,400,000 for relief, and another $1 million to put 16,000 applicants for old-age pensions on the rolls; he wanted the monthly pension allowance raised from $30 to $40, and permission to use $800,000 in federal funds for dependent children. He also had the national and state ballots separated. Like most good campaigners, he was nervous. He knew that Roosevelt had no machine, but he also knew Ohio.

As it happened, Bricker had a major stroke of luck. For his opponent he drew Davey again. Labor was determined to get Davey for having double-crossed it during the great strikes. Labor was not nearly so angry at Bricker, from whom it had expected nothing (although Bricker's legislature beat every single labor bill). The C.I.O. forgot the row about relief and quietly helped Bricker bury Davey politically.

ROOSEVELT 150,000, BRICKER 364,000

The final score showed that Roosevelt had carried Ohio by 150,000. This was small compared to his 1936 margin, but in 1940 he was on the defensive and was burdened with his foreign policy. At that, 138,000 of this margin came from Cleveland and its suburbs, which he electrified by his election-eve appearance. But Bricker won by 364,000. He ran away from Davey downstate, and beat him in the Cleveland area by 51,000.

Like all good politicians, Bricker began preparing for the next election the moment the last one was out of the way. He concentrated on his administration. He stressed the $25 million surplus that had grown out of the $40 million deficit he had inherited. Village and township taxes were low, and state help was satisfactory. Davey-isms were unarguably out. He appointed an able Negro to a vacant judgeship in Cleveland. On a broader front, the Willkie amateurs were scattered and purged. Bricker made it up with Burton (who was elected to the Senate by a slim margin), although Burton supported lend-lease while Bricker kept his mouth shut about everything not happening inside Ohio.

As a result of the 1942 election, he was a national figure. He was helped by a number of factors. The election came at a time when national dissatisfaction with Washington was great; and all kinds of Republicans were being indiscriminately voted in. Most important of all was the fact that labor was flush, felt no burning grudge against Bricker, and did not believe it owed the Democrats a thing.The Cuyahoga County vote fell 50 per cent from 1940, and the party brought out the vote in the farm counties. Bricker's majority was 375,000—slightly more than in 1940.

There are a great many obstacles and pitfalls in the way of Bricker's nomination, and certainly in the way of his election.

One of the most obvious is that, apart from the various pressure groups, the people are worrying about the war and how soon it will be over. They are not thinking about politics and resent those who are working at 1944 quite as much as they do bureaucrats in Washington. Bricker's friends have pushed him too far out in front on a political basis.

His most fundamental difficulty is the war. If the war is over by 1944, his chief problem will be just to get the nomination. But if it is not, he will have to convert himself into a wartime candidate, and this will be difficult indeed. Only mass revulsion provoked by military defeat, or heavy casualties, or disappointment because the war had not ended quickly and cheaply as advertised, or flagrant bungling on the home front, could transform him from a "normalcy" and good-cheap-government candidate into a plausible wartime candidate. Unquestionably Mr. Roosevelt's curve has been falling. But it is one of Mr. Roosevelt's favorite maxims that the time for a candidate's curve to be falling is a year before the votes are counted.

Another problem that will embarrass Bricker is that he has not been very well advised in his labor associations. Certain A. F. of L. officials who are available for such idealistic causes at the usual rates supported him. Unusually large contributions were given their special committee. They are the kind of men of whom the best elements in the labor movement are ashamed, and who cannot deliver a labor vote. One of them has behaved shockingly in public. Another has been paid at the rate of $2,000 a year as a member of the Unemployment Compensation Advisory Council (as administrator of which Bricker appointed a man who had opposed its passage); this "labor leader" crossed the fence in 1942 to become an employers' representative and yet retains his labor status on the council (the legislature is challenging it). Some of Bricker's associates are also ashamed of these men. One asked a legitimate labor man, "Where did we get these fellows?" "You bought and paid for them," was the answer. "Well, we paid too damn much," said the Republican. Bricker realizes that these men are liabilities, and, over their protest, has made two recent appointments of good men approved by labor. He has been trying to improve his relations with labor; his connections with the brotherhoods are good. Labor, meanwhile, has been stung by its 1942 fiasco into trying to recover the momentum it enjoyed before Washington committed the cosmic political blunder of killing the La Guardia–Norris Committee. If Roosevelt lost control of the convention to a reactionary, Bricker would certainly receive a great deal of labor support—and the benefit of many more uncast votes that are ordinarily Democratic.

Then there is his famous surplus, which is as good as your point of view. Bricker is a states'-rights Republican; whether he would remain one as President, it is impossible to say. Federal spending has enabled governors like Bricker to go in for economy. When Andrew Mellon had the Treasury, and a surplus too, the governors were forced to accumulate very substantial deficits. In addition to enjoying a free ride from the federal Treasury, any non-city governor like Bricker gets a ride from the great cities. Ohio has a sales tax. By far the greatest part of the state's goods turnover is accounted for by the cities. But a generous share of state help goes to the villages and towns. Thus the cities are financing the out-state areas, just as Washington is financing the states, without any strain on the state treasury. The farmers and small-town people have low taxes, good state services, and see a surplus, which is fine for the governor. Government is spending plenty of money and taxes are plenty high, but it is not the state government that is doing the spending and the taxing.

WILLKIE, DEWEY, AND THE PENDULUM

This raises another question. War or no war, Bricker will have to forget about chicken-feed items like his present $45 million surplus. If the war ends by 1944, a fair guess is that, instead of postwar planning, we may find ourselves in a breathing spell between wars. In such a new prewar situation, a President seeking a surplus would disarm the country. Up to this point, Bricker's philosophy has not allowed for the duty of government to intervene in the economy. Many of his home-state supporters, including prominent businessmen, praise him as a good governor but feel that his conception of the presidency is limited to running the federal agencies cheaply and honestly. With Washington responsible not only for foreign affairs but for social welfare—housing, health, etc.—they accept Governor Bricker's opposition to such programs inside the state. But in time of crisis the federal

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Ohio Looks to '44

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government would have to intervene in all the states in such matters as much as in the maintenance of armament facilities. After all, to expect Roosevelt to clean up the world and turn a cozy, carefree U.S. back to the Republican party is naive.

The only other avowed candidate out in front is Willkie. But Willkie has no delegates and few organization friends. At the moment his likeliest chance of the nomination is that the party, conceding Roosevelt's reelection, might figure that another defeat would end Willkie forever. But Willkie's real influence is among the amateurs who vote but not as party regulars. It is qualitative and emotional; it cannot be counted as so many delegates. The temper of the times in 1944 may be such that the party will ride into power precisely because it disregards the causes that Willkie symbolizes and runs the steamroller over his public following. On the other hand, the party might decide that one of its regulars can win but only if it makes an ideological deal with the Willkie view. The present Bricker-Willkie feud might disqualify Bricker in such an eventuality, and give Stassen his chance as a compromise between regular Republicanism and the Roosevelt foreign policy (even though Stassen will be less than forty and in the Navy). Bricker might try to hedge his position, if he felt the Willkie ideological influence rising, by asking Stassen to run with him. Or he might reach for his friend Saltonstall of Massachusetts.

But Bricker's main rival is Dewey, who is taking the opposite tack and saying that he is not a candidate. He is much better known than Bricker, especially in the West. He will profit as much as Bricker if the tide goes against Roosevelt and Willkie, or if the war ends. Dewey's opportunity for a whirlwind build-up calculated to make him the glamour boy of the primaries is just beginning. Since New York has an income tax, Dewey has a chance to overcome big business's dislike of him by dramatic action—like adopting the Ruml Plan. Dewey seems to be basing his chances for 1944 on the hope that Bricker and Willkie will knock each other off and Taft will inherit the Bricker bloc. Taft, through his famous deal with Bricker (which hurt Bricker without gaining him a vote), is playing safe; if Bricker wins, he is entitled to anything, which probably means Secretary of State.

If any state is typical of the U.S., Ohio is. Ohioans are very conscious of this microcosmic characteristic. They rely upon it to explain their provincialism, of which they are both aware and proud. They live on an Ohio First basis, which to them is the same as living on an America First basis. They assume that everything Ohioan is representatively American—and that anything not acceptable to Ohioans is not good Americanism. Internationalism is not now acceptable to the majority of Ohioans.

Ohio does not like this war but is by no means afraid of it. To most people in the state, this is just another war. It began in 1939 and, therefore, Ohio expects it to end by 1944. That will give it five full years. World War I lasted only four years, but that time Japan did not have to be licked too. Ohio is betting that this war will prove just as incidental to the march of American progress as World War I. As Bricker's boom spreads, so will U.S. discussion of these assumptions, which have the votes in Ohio today. The cry will be raised that Bricker is an honest Harding. This may beat him. But it may elect him. It all depends on which way the war swings the pendulum in 1944.

The Margin Is Womanpower

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Nothing will discourage a woman on her first job faster than a poor instructor. An ex-aircraft worker says: "I had to work with a man who had never had a woman helper before. He hated me. He was supposed to show me how to do the work, but he would sort of get around a corner where I couldn't see him, then when I would have to do it, I couldn't. I got so nervous I went to pieces. I spoiled stuff—you know how it is. I'm glad I'm through."

Fortunately such experiences seem to be rare, and women themselves are appearing in increasing numbers at the training courses, as they must if the nation's need for upgraded skills is to be met. One manufacturer sees to it that at least two or three women are included in all training courses. "The men don't like to appear dumb in front of women," he explains. "We put women in everything. It sweetens up the whole business."

The only possible way to use our millions of new women workers, of course, is to carry even further the process of work simplification, breaking each complicated operation down into many simple operations that can be quickly learned. After doing needlework all their lives, women are quick to learn jobs calling for high tolerances or manual dexterity. Girl supervisors on inspection lines are by now quite common, having had, as a rule, about a year's experience and training. One forelady supervises 225 girls and 30 men on a complicated inspection job—but she had six years' experience prior to the war, and was immediately upgraded. In one plant, girls get 240 hours of intensive training as toolmakers. After three months' experience they do a man's work at man's wages, and after eight months some of the brighter ones set up whole lines of machines. With only five or six months' experience, an especially alert ex-secretary with no previous mechanical experience became a toolsetter on a $27,000 machine.

Typical training procedure is that at Vought-Sikorsky, which expects to employ a majority of women by the end of 1943. New recruits, 400 at a time in two shifts, are given pre-employment training with pay at a complete training shop in downtown Bridgeport. After work starts, upgrading is handled on the job by foremen previously schooled in Job Instructor Training. In addition, about 600 or 700 workers attend shop-advancement classes on their own time, four hours a week for twenty weeks. Finally, there is a supervisor's school where advanced leadership is taught.

Bridgeport Annie shows the way

"When we began hiring women for the first time," says a manufacturer "we expected all sorts of impossible problems. Actually there have been very few. The only one we haven't been able to lick is what the hell to do with them during the blackouts!"

To this story, Miss Thelma McKelvey of the War Manpower Commission retorts, "What he meant was that he didn't know what to do with the men!" Miss McKelvey believes employers can save themselves all sorts of trouble if they will hire the best women personnel supervisors they can find, and give them enough authority in the plant to make their orders stick.

"The number one problem is clothes," says Mrs. Ruth Winkler, in charge of female personnel at the Glenn Martin plant in Baltimore. Many attempts, few satisfactory, have been made to solve the dress problem. Cadillac in Detroit requires, furnishes, and launders coveralls for its 3,000 women workers. But Dwight Phelps, Vice President of Colt's Fire Arms, has found that clothing need "be uniform in safety only." This usually reduces to: slacks—not too tight; smocks or sweaters—neither tight nor bright; no open-toed or high-heeled shoes, no jewelry. Bridgeport Brass is having some success with the WOW (Woman Ordnance Worker) movement. The WOW's sprang up in the Midwest somewhere, and Washington would like to see them in all plants. Red

bandannas and handsome blue coveralls of the uniformed factory worker are proudly compared to the tailored perfection of WAVES and WAAC's. "Bridgeport Annie," a pert manikin from a New York department store garbed as a WOW, helps sell the idea to women in the brassworks. For a similar costume to be called "Aerotogs," a textile manufacturer showed Mrs. Winkler of Martin's a color labeled "Powder Blue." "We can use that," she said, "if you change the label to 'Air Force Blue.' "

Every manufacturer bewails the hair-covering issue. Says one of them, "It's hard to make the youngsters tie up their glamour bobs." Most plants require hair nets, snoods, bandannas, turbans, or "safety hats," and insist that the hair be covered to prevent women from being drawn into machines. Yet girls continue to leave their hair fluffed out in front, while turban or bandanna perches rakishly aft. One plant posts photographs in the washrooms showing a woman who has just been scalped by a machine, holding most of her hair in her hands. These posters are regularly ripped down by scornful females—who keep on fluffing their hair.

When and for how much?

Women are commonly believed to be absent from work a great deal oftener than men. Absenteeism is serious enough among both, but comparative reports are by no means uniform in naming women as worse offenders. Aircraft plants in Wichita and Baltimore find that women are absent no more frequently than men. Both Consolidated Aircraft and a big Army repair depot in Texas report women absent more than men, chiefly because of child-care problems. Detroit finds that women miss work less than men, now that men have plenty of money to go fishing and hunting. In Mobile a cold snap sent up shipyard absences, but presently the women took to long drawers and the curve fell.

Consensus seems to be that women workers are usually more serious about their work—and about the war—than men, and that close cooperation among management, personnel workers, and labor-management committees will iron out most of the problems that have given women their reputation for unreliability. A female personnel director for women, with common sense and efficiency, is the important catalyst. She can give sympathetic attention to women's home problems. She can persuade bowling alleys, movies, and other places to stay open for the entertainment of young girls on the second and third shifts. She can arrange for staggered store hours so that women on all shifts can shop. She can help work out movies, radio programs, plant magazines, and posters to make women see that they are actually helping to win the war. She can anticipate the unavoidable but generally predictable periodic illnesses. She can, in short, keep tab on all the impediments that get in the way of sustained work by women.

Women cannot be worked like men—that is self-evident—and nowhere does the difference show up more clearly than in the shifts they work. Women must have time to shop, to have their hair done, to be with soldier husbands on furlough. They cannot be expected to work on night shifts at remote plants without adequate transportation, especially since owl cars and late busses are being curtailed. Older men workers in some instances will be asked to forgo seniority rights to the day shift so that women will not have to work nights. It is the policy of WMC to discourage employment of mothers on the night shift, but some women like to work the night shift while their children are safely asleep. Others who have made provision for day care do not want to be away from home at night. Husbands and wives sometimes like to split shifts so that one or the other will be at home at all times, but one or the other is likely to take some time off now and then so that they can get reacquainted.

An intelligent use of womanpower will not require that new workers take only *full-time* jobs. Those who can spare only a little time can go into essential "service" jobs. The Women's Advisory Committee of the War Manpower Commission believes part-time work for less essential civilian services should be started now. Restaurants and department stores are rapidly being stripped of needed help, while laundries in all crowded areas are running two or three weeks behind schedule. There are even reports of ship sailings being held up while waiting for laundry.

Some war plants in fact are already using part-time women. United Aircraft at East Hartford has split its four to twelve midnight shift into two four-hour shifts. Workers on each shift include mothers who can get away from their children for a few hours, typists, department-store clerks, hairdressers—not to mention a few male insurance-company employees and pie salesmen. They are delighted with the extra $18 or $20 a week, and with a chance to produce for the winning of the war. Most of them report after a month's work that they never felt better.

"Equal pay for equal work" for women is fast becoming standard industrial practice. In the early days of the war, some manufacturers tried to pay women less. Unions fought this wherever they held jurisdiction, and the War Labor Board, after handing down specific rulings to Ford, General Motors, Chrysler, and Browne & Sharpe, issued a general order on November 25 stating that women's wages could be raised to equality with men's without prior Board approval. All specific rulings of the Board are now decided on a straight equality basis. A few manufacturers are still trying to set up "women's jobs," especially where replacing men with women at equal rates in one part of the plant will make for trouble with lower-paid women elsewhere in the same plant. But this situation will no doubt cure itself as it becomes increasingly difficult for low-wage plants to recruit and maintain full-sized complements of women workers.

They look in the corners

Industry will not be able to hire and keep housewives in dirty plants with dingy washrooms and messy cafeterias serving poor food. Says Miss McKelvey, "Any employer who expects to be using women should start fighting early for priorities on plenty of rest-room facilities." Eating arrangements must sometimes be altered for women. One plant has a hot-soup and coffee counter where men workers have always supplemented their sandwiches from home. "The crush there at lunch hour has always been something awful," says this manufacturer. "Perhaps it wasn't right, but there it was, and we couldn't expect women to join the throng. They'd have been trampled underfoot. So a boy helper from each department goes to the counter early and brings back orders for the girls."

To save women from tiring quickly, sensible manufacturers are experimenting with new kinds of laborsaving and safety devices. Where men used to carry and lift bins of metal pieces for fast-moving punch presses, women simply slide the pieces from a hopper, fed from overhead conveyers, onto the level where they are needed. A Chicago plant using 85 per cent women was designed especially for them. Cutting machines, for instance, have been replanned. A hand lever that took all the strength of a man to move is now operated with two fingers by a woman using an extension lever. Many such aids should have been developed for men long ago anyway, and plants are going to operate faster and more efficiently with them after the war is over.

Children are not expendable

Management's problems in bringing more women into industry are many, but they become almost insignificant alongside the great issue confronting society: what is to become of a mother's children when she drops her broom and takes up a riveter's gun?

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Mobilization of Woman Power 1944

The Margin Is Womanpower

[*Continued from page 223*]

Last August Mr. McNutt issued a formal statement of WMC policy that said, "The first responsibility of women with young children, in war as in peace, is to give suitable care in their own homes to their children." Nothing was to prevent mothers from working if they wanted to, however, and, the statement concluded, "If any such women are unable to arrange for the satisfactory care of their children at home during their working hours, adequate facilities [should] be provided for the day care of their children during working hours. Such facilities should be developed as community projects and not under the auspices of individual employers or employer groups."

The intentions of these words seem clear enough, but they are far from being realized. Child neglect is verging on a national scandal. In a notorious East Coast trailer camp, from three to eighteen children have been gathering daily in and about a single trailer under the solicitous but inadequate care of a workman's wife. She feeds them what seems best to her, beds them down on a cold floor when the day bed won't hold all of them, and is happy that they have suffered nothing worse than colds. In Chicago, a nine-year-old boy gets up in a cold house, rouses and feeds his four-year-old sister, delivers her to kindergarten on his way to school, takes her home and prepares her lunch, then locks her in the house while he returns to school.

In the schools of some crowded areas "door-key kids" have become commonplace, youngsters with keys tied around their necks so that they can get in the house when school is out. They mostly play in the streets. Questionable "foster homes" have sprung up, and some states lack even agencies to investigate them. In one such home thirty small children share a single bathroom. Child-care authorities in Washington get letters from misguided people stating that they have "good dry basements" for the care of children, and asking where they can get fifteen of them at $3.50 per week. One was found to serve children hot dogs, lukewarm coffee, and ice-cream cones for lunch. The stories keep piling up.

Partly from lack of direct funds, partly from fear of being accused of regimentation, the federal government has a complicated program for working with state and local agencies. The government assumes that local communities can and should bear most of the responsibility for child care. Whether they can or not, it is quite apparent that few, if any, are. If the present makeshift conditions are not cleared up, the effects can easily be imagined: a rise in absenteeism, worry, lowered morale—all of which means less production—not to mention permanent scars on the bodies and minds of American children.

Employers in war-production centers have a direct concern in child care because mothers will not apply for work until they are sure their children will be looked after. Some farsighted managements have tried to deal with this problem on their own. The Curtiss-Wright Corp. in Buffalo, for example, has made available land, buildings, equipment, and medical care to a nursery that is run in all other respects as a community project; its doors are open to mothers working for all war-production employers. Nurseries are important, and should be established immediately where they are needed, but they set up secondary drains on manpower that tend to defeat the original purpose. Where mothers have several children, it frequently develops that very few unskilled factory workers are released by each skilled nursery attendant.

The surest and quickest way to take care of children is through the schools. It is not desirable to extend the actual school day of the children, nor is it necessary. But schools can organize ball games, playing fields, classes in art, music, and dancing, and dozens of similar activities, even trips to the movies. They can, *if* they can provide for extra teachers and janitors and for additional light and heat.

But the problems do not stop with child care. A working mother still has marketing, cooking, laundering, and cleaning to attend to. These stretch her working day another four to six hours. Unless she receives concessions not normally given, it is questionable how long she can stand up under a twelve- or fourteen-hour day.

"We are not going back. . ."

Industry has no choice but to hire women, but postwar implications are already beginning to worry the thoughtful. Knowing they must restore the jobs of former workers who have gone to fight, managers are trying to hire the wives of these men, reasoning that the women will not be reluctant to yield their jobs to their own husbands. They are also trying to hire the wives of men already working in their plants on the theory that if and when payrolls are cut, the women will be willing to step aside.

Unions, too, have been disturbed by the possible effects of new women workers on their postwar equilibrium. This has been especially true in the closed circles of the old-line A.F. of L. craft organizations. C.I.O. unions, whose constitutions forbid discrimination against women, have had to cope only with the prejudices of local members. In the early days of war production, some unions that had been "monastically male"—like the boilermakers' union—would not admit women. But since the facts of the manpower shortage have become apparent, nearly all unions admit women to membership, although some simply issue temporary work permits. The union most conspicuously affected by the trend is the United Electrical Radio and Machine Workers of America, whose female membership, small before the war, has now jumped to 35 per cent in many locals and is expected shortly to go to 50 per cent.

Unions realize now that their numerical and financial strength during the war would have been cut by the draft, and active organization among women workers has become the rule. Having decided to keep alive the seniority rights of workers who have left to fight, they point out that when the men return to their jobs there will be no work left over for the newer women members.

Mr. McNutt thinks that most of the women will go back to their homes after the war. Many women agree with him, although others are excited by a new sense of importance. One says, "Ever since I was a kid in Minnesota, I've wanted to drive one of these big trucks. It was one of my fondest dreams when I was a seamstress." And another, "I would like to stay on after the war, for a while at least." But more often they say, "If it's all right with everybody, I want to pack up my tools and go home after this is over," or, "I would like to work here after the war, but I do not intend to continue working if it is taking a job away from a man who has come back from the war."

But the last war saw women gain many permanent privileges; and signs are already visible that this war will establish others. The more forceful are already talking about their place in the skilled trades, in the unions, and in management. An Atlanta local of a steelworkers' union recently elected its first woman president, a woman of strong will, who says, "We did not go back after the last war, and we are not going back after this one."

Some of the pressures are already gathering around the War Manpower Commission. Women, and men, in close touch with womanpower problems believe that women should be placed in more responsible positions in order to bring special intelligence, training, patience, and a woman's withering stare to focus on such inexcusable conditions as the present lack of an adequate child-care program. Women now serve only in advisory capacities. Mr. McNutt, in other words, might do some "upgrading" himself. As one high official in the WMC puts it, "There's nothing to be gained in making still another pressure group out of women."

MOBILIZATION POLICIES - 1944

WAR PRODUCTION BOARD
Controller Division

ANALYSIS OF OPERATIONS OF SPOT AUTHORIZATION PLAN AS OF OCTOBER 31, 1944

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November 1, 1944

WAR PRODUCTION BOARD
Controller Division

SUMMARY OF SPOT AUTHORIZATION OPERATIONS REPORTED
AS OF OCTOBER 31, 1944

Item	As of Oct 24	Oct 25 - Oct 31	As of Oct 31
Number of Applications	1,618	365	1,983
Approved	1,278	316	1,594
Denied	340	49	389
Production Schedule - 4Q44 ($000)	79,646	13,025	92,671
Approved	57,390	10,987	68,377
Denied	22,256	2,038	24,294
Controlled Material Authorized - 4Q44			
Carbon Steel (Tons)	17,828	5,048	22,876
Alloy Steel (Tons)	180	687	867
Copper and Copper-Base Alloy (Pounds)			
Brass Mill Products	369,206	173,792	542,998
Wire Mill Products	53,685	9,200	62,885
Foundry Products	306,228	10,479	316,707
Aluminum (Pounds)	9,018,858	778,962	9,797,820
Number of Production Workers			
Approved Cases			
Currently employed in plant	90,990	19,107	110,097
Reduction in plant anticipated if application were denied - 3 month period	9,461	4,456	13,917
In-plant transfers and new hires to be engaged in manufacture of product as result of approval - 3 month period	14,555	4,333	18,888
Denied Cases			
Currently employed in plant	83,087	3,612	86,699
Reduction in plant anticipated as result of denial - 3 month period	8,101	936	9,037
In-plant transfers and new hires to be engaged in manufacture of product, if application were approved - 3 month period	9,597	1,226	10,823

WAR PRODUCTION BOARD
Controller Division

TABLE I

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES
TOTALS FOR FOURTH QUARTER 1944 THROUGH FOURTH QUARTER 1945
AND DETAILS BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	4Q44	)			(92,671	68,377	24,294
	1Q45	)			(97,300	68,336	28,964
	2Q45	) 1,983	1,594	389	(90,734	60,440	30,294
	3Q45	)			(77,669	50,482	27,187
	4Q45	)			(2,817	522	2,295
	FOURTH QUARTER 1944						
	GRAND TOTAL	1,983	1,594	389	92,671	68,377	24,294
	Automotive	70	49	21	2,984	2,520	464
L-158	Total	21	13	8	1,189	1,061	128
	105 Auto replacement parts	20	12	8	1,187	1,059	128
	111 Fittings: tube, comp .	1	1	-	2	2	-
L-180	430 Storage batteries	7	5	2	271	192	79
L-270	251 Auto maintenance equip	40	29	11	1,409	1,152	257
M-126	Vacuum fans: auto	2	2	-	115	115	-
	Building Materials ...	99	70	29	1,370	862	508
L-157	646 Tools: hand, gen purp1/	2	1	1	27	4	23
L-225	415 Conduits & fittings,el	3	2	1	147	55	92
L-236	706 Hardware: builders 1/	1	1	-	8	8	-
M-1-k	705 Bldg prod, sheet metal	2	-	2	27	-	27
M-9-c	Total	24	20	4	457	309	148
	646 Augers: sewer cleaning	1	1	-	2	2	-
	702 Bldg prod,not sheet mtl	1	1	-	30	30	-
	704 Screen cloth,wire insct	2	2	-	73	73	-
	705 Bldg prod,sheet metal	13	12	1	203	180	23
	706 Hardware: builders' ..	1	1	-	12	12	-
	708 Garden sprinklers	4	1	3	128	3	125
	714 Bolts, nuts, pins, etc	1	1	-	8	8	-
	Cement flr surf mtrl .	1	1	-	1	1	-
M-11-b	708 Hardware: furn, etc ..	1	1	-	15	15	-
M-126	Total	63	42	21	621	403	218
	421 Elec wiring devices ..	1	1	-	4	4	-
	646 Tools: hand, gen purp	2	1	1	8	8	-
	690 Tanks: storage, metal	5	5	-	3	3	-
	700 Fabricated wire prod .	2	2	-	7	7	-
	702 Bldg prod,not sheetmtl	20	16	4	314	181	133
	705 Bldg prod,sheet metal	21	7	14	178	125	53
	706 Hardware: builders' ..	4	3	1	65	48	17
	708 Hardware,furn, etc ...	6	6	-	23	23	-
	723 Bldg prod, metal rnfcd.	1	1	-	4	4	-
- -	Bricks: facing tools .	1	-	1	15	-	15
---	Metal meter box cov 1/	3	3	-	68	68	-

TABLE I (Cont.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Chemicals	2	2	-	130	130	-
M-9-c	Total	2	2	-	130	130	-
	Electrolytic cells	1	1	-	70	70	-
	241 Chem proc machinery ...	1	1	-	60	60	-
	Communications	2	2	-	6	6	-
M-9-c	515 Telep, telegraphequip .	1	1	-	6	6	-
M-11-b	515 Telep, telegraphequip .	1	1	-	-	-	-
	Consumers Durable Goods	1,359	1,117	242	65,818	49,797	16,021
L-6	476 Laundry eq, ex wash mac	3	2	1	457	257	200
L-13-a	Total	74	59	15	2,681	1,908	773
	Office furn, metal	72	57	15	2,674	1,901	773
	659 Metal waste baskets ...	1	1	-	6	6	-
	915 Consumers goods, misc .	1	1	-	1	1	-
L-18-b	114 Vacuum cleaners: dom,el	12	8	4	6,244	5,089	1,155
L-21-a	Gaming machines	3	1	2	730	10	720
L-23-b	425 Domestic elec ranges ..	2	-	2	150	-	150
L-27	Vending machines, mdse	4	2	2	70	42	28
L-28	423 Desk lamps, port,fluor	1	-	1	2	-	2
L-30-a	Total	20	16	4	327	222	105
	659 Kitch & hshld uten,misc	1	1	-	3	3	-
	682 Galv ware: cans & pails	7	5	2	176	93	83
	683 Galv ware: boilers, etc	11	9	2	145	123	22
	Wire display equipment	1	1	-	3	3	-
L-30-c	685 Ironware: cast	4	3	1	56	29	27
L-30-d	Total	111	83	28	5,492	3,977	1,515
	583 Food prep & serv, comm	1	1	-	32	32	-
	659 Kitch & hshld uten,etc	110	82	28	5,460	3,945	1,515
L-30-e	691 Aluminum ware: hshld ..	87	67	20	10,958	7,692	3,266
L-33	Total	58	51	7	2,536	2,270	266
	423 Bulbs & tubes, etc	1	1	-	20	20	-
	538 Lamps: incand, port ...	57	50	7	2,516	2,250	266
L-36	674 Umbrellas & parasols ..	1	1	-	67	67	-
L-37-a	671 Musical instruments ...	9	8	1	202	192	10
L-49	Total	543	478	65	19,133	16,243	2,890
	Metal beds	12	8	4	461	365	96
	543 Beds, springs, matt,etc	411	365	46	15,023	12,688	2,335
	544 Cots, bunks, berths,etc	22	17	5	249	198	51
	545 Beds, hot hospital	1	1	-	12	12	-
	694 Dual sleeping & stg eq	97	87	10	3,388	2,980	408
L-52	109 Bicycles	2	2	-	17	17	-
L-62	Total	82	67	15	3,378	2,610	768
	Furniture, metal: hshld	76	61	15	3,291	2,523	768
	915 Metal picture frames ..	6	6	-	87	87	-
L-65	Total	70	56	14	3,557	2,363	1,194
	424 Ckg & htg appl, comm,el	10	6	4	187	114	73
	425 Ckg & htg appl, dom,el	44	37	7	2,170	1,618	552

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Cons Dur Gds (Cont.)						
L-65 (Cont.)	426 El appl,not comm ckg	7	7	-	77	77	-
	427 El appl,not dom ckg	8	6	2	1,079	554	525
	659 Hshld utensils, misc	1	-	1	44	-	44
L-65-a	427 Electric irons	8	4	4	843	378	465
L-67	484 Mowers:lawn,hand,etc	22	15	7	693	381	312
L-71	Total	2	1	1	305	53	252
	429 Batteries: dry cell	1	1	-	53	53	-
	533 Flashlight cases,etc	1	-	1	252	-	252
L-73	Total	10	8	2	149	124	25
	641 Sealing tape mach ..	-	-	-	-	-	-
	664 Pins: common	2	2	-	56	56	-
	672 Office supplies	8	6	2	93	68	25
L-92	676 Fishing equip, comm	30	27	3	328	302	26
L-93	677 Sport goods:not rub	5	2	3	455	7	448
L-98	113 Sewing mach, dom ...	1	1	-	16	16	-
L-104	661 Pins: bob,hair, etc	5	2	3	301	265	36
L-136	678 Church goods	6	2	4	39	18	21
L-140-a	Total	26	19	7	453	395	58
	648 Cutlery	25	19	6	451	395	56
	649 Razors: straight ...	1	-	1	2	-	2
L-140-b	Total	12	12	-	1,004	1,004	-
	652 Silverware: plated .	11	11	-	980	980	-
	659 Candlesticks: silv .	1	1	-	24	24	-
L-176	426 El fans:dom & comm .	9	6	3	205	193	12
L-227	673 Fountain pens, etc .	8	7	1	662	582	80
L-227-a	673 Pen nibs	3	3	-	401	401	-
L-227-b	673 Pens and pencils ...	2	1	1	46	39	7
L-267	548 Photo eq & access ..	11	7	4	658	340	318
L-301	110 Power cycles: ex mtr	2	-	2	412	-	412
M-1-k	Total	5	3	2	81	1	80
	651 Jewelry:compacts,etc	1	-	1	70	-	70
	672 Office supplies	1	1	-	1	1	-
	683 Galv ware, etc	1	-	1	10	-	10
	691 Aluminum ware, hshld	1	1	-	(x)	(x)	-
	915 Consumers goods,misc	1	1	-	(x)	(x)	-
M-9-c	Total	23	20	3	906	778	128
	Xmas tree dec ...	1	1	-	147	147	-
	537 Lamps & lanterns,etc	1	1	-	3	3	-
	651 Merit awards,jwlry .	3	3	-	301	301	-
	654 Clocks: comm, elec .	3	3	-	206	206	-
	659 Fire place hardware	2	1	1	93	3	90
	660 Emblems: not mil ...	3	3	-	58	58	-
	665 Marking devices	7	6	1	79	44	35
	670 Morticians' goods ..	1	-	1	3	-	3
	677 Sport gds: not rubb	2	2	-	16	16	-
M-38	Total	8	8	-	136	136	-
	Xmas tree dec	7	7	-	111	111	-
	651 Jewelry,compacts,etc	1	1	-	25	25	-

TABLE I (Cont.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC.
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Cons Dur Gds (Cont.)						
M-126	Total	74	64	10	1,593	1,321	272
	Office furn, metal ..	6	5	1	99	69	30
	Vitrified china	1	1	-	4	4	-
	425 Ckg& htg appl,dom, el	1	1	-	18	18	-
	537 Lamps: liquid fuel ..	1	1	-	-	-	-
	545 Furniture: wooden ...	1	1	-	(x)	(x)	-
	583 Food prep & serv fix	3	3	-	45	45	-
	641 Sealing tape mach,ind	3	3	-	1	1	-
	651 Jewelry	12	11	1	813	738	75
	659 Hshld & misc articles	17	12	5	225	108	117
	660 Emblems: not military	4	4	-	5	5	-
	661 Pins:bob,hair curlers	1	1	-	3	3	-
	663 Needles:hand, etc ...	1	1	-	45	45	-
	665 Marking devices	4	4	-	70	70	-
	670 Morticians' goods ...	5	4	1	107	57	50
	677 Sports goods:not rubr	11	11	-	158	158	-
	915 Cons goods; misc	3	1	2	(x)	(x)	-
---	Lawn sprinklers 1/ ..	1	1	-	75	75	-
	Containers	1	1	-	8	8	-
M-1-k	634 Box & crates, wooden	1	1	-	8	8	-
	Copper	4	4	-	417	417	-
M-9-c	Copper & bronze powd	3	3	-	347	347	-
M-9-c-3	Copper & bronze powd	1	1	-	70	70	-
	Farm Machinery	118	99	19	5,362	5,064	298
L-257	Total	118	99	19	5,362	5,064	298
	450 Earthworking mach ..	29	25	4	654	637	17
	451 Harvesting mach	23	23	-	1,281	1,281	-
	452 Agric mach,wagon,etc	27	21	6	2,147	2,078	69
	453 Dairy & poultry eq .	36	29	7	929	728	201
	471 Tractors:wheel type	2	1	1	349	340	9
	813 Farm mach rpr pts ..	1	-	1	2	-	2
	General Ind Equip ..	69	49	20	5,543	2,877	2,666
L-38	531 Refrig,air-cond eq .	47	32	15	4,886	2,665	2,221
L-89	157 Elevators: not ship	2	2	-	23	23	-
L-123	150 Air washer fans, etc1/	1	1	-	60	60	-

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC.
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Gen Ind Equip (Cont.)						
L-292	Total	13	12	1	120	120	-
	200 Bakery mach.not field	3	2	1	19	19	-
	201 Canning plant mach..	2	2	-	13	13	-
	202 Cereal mfg mach	3	3	-	35	35	-
	203 Dairy & milk prod mach	2	2	-	6	6	-
	204 Meat packing equip ..	1	1	-	3	3	-
	237 Tobacco mfg mach & eq	1	1	-	2	2	-
	478 Beverage bottling mach	1	1	-	42	42	-
L-314	167 Lubrication equip ...	5	2	3	454	9	445
M-9-c	Mtrs: generat, elec .	1	-	1	-	-	-
	Government	1	1	-	75	75	-
M-9-c	680 Parking meters	1	1	-	75	75	-
	Plumbing and Heating	134	99	35	5,625	3,190	2,435
L-23-c	Total	19	16	3	722	529	193
	581 Ckg stoves: dom,not el	10	8	2	317	143	174
	584 Htg stoves:dom,not el	9	8	1	405	386	19
L-42	Total	30	20	10	1,618	888	730
	570 Sanitary ware: plumb	19	14	5	1,278	823	455
	571 Ftgs & trims;plumb fix	10	6	4	340	65	275
	577 Boiler:steel, low pres	1	-	1	-	-	-
L-74	Total	18	12	6	803	346	457
	589 Oil burners: com	3	2	1	32	25	7
	592 Oil burners: dom	15	10	5	771	321	450
L-75	593 Stokers, coal	10	8	2	332	242	90
L-173	Total	6	6	-	221	221	-
	584 Htg stoves:dom,not el	1	1	-	3	3	-
	587 Furnaces: warm air ..	4	4	-	214	214	-
	591 Gas burners	1	1	-	4	4	-
L-182	582 Ckg. equip, com, not el	9	9	-	133	133	-
L-185	595 Heaters: water, dom..	25	18	7	1,511	641	870
L-199	695 Hot water htr jackets	2	1	1	62	10	52
M-9-c	Total	2	1	1	-	-	-
	571 Ftgs & trims:plumb fix	1	1	-	-	-	-
	594 Htg specialties:hot wtr	1	-	1	-	-	-
M-126	Total	12	7	5	175	132	43
	570 Sanitary ware:plumb .	3	2	1	9	8	1
	571 Ftgs & trims:plumb fix	1	-	1	21	-	21
	580 Radiators: cast iron .	1	-	1	15	-	15
	581 Stoves, dom, not elec	1	-	1	-	-	-
	587 Furnaces: warm air ..	2	2	-	2	2	-
	588 Gas burners: ind	2	2	-	55	55	-
	591 Gas conv burners:dom	2	1	1	73	67	6
----	571 Soap disp mach 1/ ..	1	1	-	48	48	-

TABLE I (Cont.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Printing & Publish .	12	7	5	376	352	24
L-188	212 Binders & pts, lslf	4	3	1	27	27	-
L-226	226 Prntg trades mach ..	7	3	4	284	260	24
M-126	Lithography.....	1	1	-	65	65	-
	Radio & Radar	1	1	-	70	70	-
L-151	601 Watt hour meters:dom	1	1	-	70	70	-
	Rubber	1	1	-	15	15	-
R-1	Tire patches 1/	1	1	-	15	15	-
	Safety & Technical .	7	4	3	470	470	-
L-39	Total	2	1	1	225	225	-
	553 Fire extinguishers .	1	-	1	-	-	-
	555 Signal & alarm equip	1	1	-	225	225	-
L-114	549 Safety floor mats 1/	1	1	-	5	5	-
L-238	549 Sun glasses	2	2	-	240	240	-
M-126	Total	2	-	2	-	-	-
	604 Engrg instr & equip	1	-	1	-	-	-
	613 Surg & medical equip	1	-	1	-	-	-
	Service Equipment ..	88	73	15	3,892	2,014	1,878
L-29	Total	53	49	4	2,244	693	1,551
	Metal signs	52	49	3	744	693	51
	Traffic signals	1	-	1	1,500	-	1,500
L-54-a	472 Typewriters	1	1	-	655	655	-
L-54-c	472 Office machinery ...	5	3	2	106	80	26
L-91	475 Lndry,clng eq, comm	7	6	1	114	86	28
L-190	473 Scales & bal,not coin	3	3	-	144	144	-
L-222	Total	13	7	6	312	58	254
	428 Vac clnrs, indus ...	1	-	1	35	-	35
	483 Flr fnshing mach ...	12	7	5	277	58	219
L-325	547 Motion pict proj eq	1	1	-	6	6	-
M-9-c	Metal signs	1	1	-	4	4	-
M-126	Total	4	2	2	307	288	19
	Beauty & barber eq .	2	2	-	288	288	-
	Sirens & whistles ..	2	-	2	19	-	19
	Textiles	14	14	-	504	504	-
L-68	662 Hooks,eyes,snap fast	8	8	-	412	412	-
M-9-c	Total	4	4	-	79	79	-
	240 Leather wkg mach ...	1	1	-	1	1	-
	662 Hooks,eyes,snap fast	1	1	-	2	2	-
	679 Brushes:fiber, wire	2	2	-	76	76	-

TABLE I (Concl.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF PRODUCTION SCHEDULES, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications			Production Schedule ($000)		
		Total	Approved	Denied	Total	Approved	Denied
	Textiles (Cont.)						
M-126	Total	2	2	-	13	13	-
	662 Hooks, eyes, snap fast	1	1	-	11	11	-
	679 Brushes: fiber, wire	1	1	-	2	2	-
	Tools	1	1	-	6	6	-
L-201	712 Chains, not power tr	1	1	-	6	6	-

(x) Less than $500

1/ Product is not covered by WPB order or regulation in which provision is made for authorization to manufacture under PR-25.

WAR PRODUCTION BOARD
Controller Division

TABLE II

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED
TOTALS FOR FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
AND DETAILS BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	4th Qtr 1944	)	(22,876	867	542,998	62,885	316,707	9,797,820
	1st Qtr 1945	) 1,594	(23,975	900	641,758	63,386	264,077	10,053,416
	2nd Qtr 1945	)	(21,919	863	404,206	51,847	252,725	6,671,131
	3rd Qtr 1945	)	(17,625	722	352,233	44,101	89,050	2,873,355
	FOURTH QUARTER 1944							
	GRAND TOTAL	1,594	22,876	867	542,998	62,885	316,707	9,797,820
	Automotive	49	642	29	54,783	2,640	4,610	57,729
L-158	Total	13	95	-	2,000	-	200	1,075
	105 Auto replacement parts	12	95	-	-	-	-	1,075
	111 Fittings: tube: comression	1	-	-	2,000	-	200	-
L-180	430 Storage batteries	5	-	-	-	-	-	-
L-270	251 Auto maintenance equipment	29	530	28	16,383	2,640	4,410	50,904
M-126	Vacuum fans: auto	2	17	1	36,400	-	-	5,750
	Building Materials	70	565	27	121,027	5,000	1,500	8,000
L-157	646 Tools: hand: general purpose 1/	1	2	-	-	-	-	-
L-225	415 Conduit and fittings, electric	2	18	-	2,000	5,000	1,000	-
L-236	706 Hardware: builders 1/	1	-	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC.
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Building Materials (Cont.)							
M-9-c	Total	20	-	-	118,245	-	-	3,000
	646 Augers: sewer cleaning	1	-	-	1,000	-	-	-
	702 Bldg prod, not sheet metal	1	-	-	12,500	-	-	-
	704 Screen cloth: wire: insect	2	-	-	-	-	-	-
	705 Bldg prod, sheet metal	12	-	-	104,745	-	-	3,000
	706 Hardware: builders	1	-	-	-	-	-	-
	708 Garden sprinkler	1	-	-	-	-	-	-
	714 Bolts, nuts, pins and rivets	1	-	-	-	-	-	-
	Cement floor surf material	1	-	-	-	-	-	-
M-11-b	708 Hardware: furniture, etc	1	-	-	-	-	-	-
M-126	Total	42	462	27	782	-	500	5,000
	421 Electric wiring devices	1	20	-	-	-	-	-
	646 Tools: hand, general purpose	1	50	-	-	-	-	-
	690 Tanks: storage: metal	5	13	-	-	-	-	-
	700 Fabricated wire products	2	4	-	-	-	-	-
	702 Bldg products, not sheet metal	16	8	2	32	-	500	-
	705 Building products, sheet metal	7	280	25	-	-	-	5,000
	706 Hardware: builders	3	52	-	-	-	-	-
	708 Hardware: furniture, etc	6	10	-	750	-	-	-
	723 Bldg prod, metal reinforced	1	25	-	-	-	-	-
—	Metal meter box covers 1/	3	83	-	-	-	-	-
	Chemicals	2	-	-	5,500	-	24,000	6,000
M-9-c	Total	2	-	-	5,500	-	24,000	6,000
	Electrolytic cells	1	-	-	5,500	-	-	6,000
	241 Chemical products, machinery	1	-	-	-	-	24,000	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized					
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Communications	2	-	-	3,750	-	-	-
M-9-c	515	Telephone, telegraph equipment	1	-	-	3,750	-	-	-
M-11-b	515	Telephone, telegraph equipment	1	-	-	-	-	-	-
		Consumers Durable Goods	1,117	15,460	744	235,594	46,252	256,649	9,595,635
L-6	476	Laundry equipment, ex. washing mach, dom	2	764	27	15,930	-	-	258,164
L-13-a		Total	59	702	4	1,350	-	5,950	14,500
		Office furniture: metal	57	702	4	1,350	-	5,950	14,500
	659	Metal waste baskets	1	-	-	-	-	-	-
	915	Consumers durable goods: misc	1	-	-	-	-	-	-
L-18-b	114	Vacuum cleaners: domestic, electric	8	57	50	6,800	1,976	-	157,434
L-21-a		Gaming machines	1	-	-	-	-	-	-
L-27		Vending machines: mdse	2	6	1	736	-	4,463	170
L-30-a		Total	16	213	-	-	-	-	-
	659	Kitchen and household utensils, misc	1	4	-	-	-	-	-
	682	Galvanized ware: cans and pails	5	30	-	-	-	-	-
	683	Galvanized ware: boilers, etc	9	175	-	-	-	-	-
		Wire display equipment	1	4	-	-	-	-	-
L-30-c	685	Ironware: cast	3	2	-	-	-	-	-
L-30-d		Total	83	1,213	1	82,600	-	-	61,100
	583	Food prep and serv fix, commercial	1	-	-	-	-	-	-
	659	Kitchen and household utensils, misc	82	1,213	1	82,600	-	-	61,100
L-30-e	691	Aluminum ware: household	67	212	23	-	100	-	8,659,629
L-33		Total	51	44	-	3,262	5,220	15,200	27,500
	423	Bulbs and tubes, etc	1	-	-	-	-	-	-
	538	Lamps: incand, portable, electric	50	44	-	3,262	5,220	15,200	27,500
L-36	674	Umbrellas and parasols	1	2	-	-	-	-	-
L-37-a	671	Musical instruments	8	1	-	455	-	-	3,010

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Consumers Durable Goods (Cont.)							
L-49	Total	478	9,716	-	-	-	-	-
	Metal beds	8	741	-	-	-	-	-
	543 Beds: spring and innerspring mattresses	365	7,390	-	-	-	-	-
	544 Cots, bunks, berths, etc	17	395	-	-	-	-	-
	545 Beds: not hospital	1	90	-	-	-	-	-
	694 Dual sleeping and seating equipment	87	1,100	-	-	-	-	-
L-52	109 Bicycles	2	2	-	-	-	-	-
L-62	Total	67	1,671	5	-	-	-	233,500
	Furniture: metal: household	61	1,671	5	-	-	-	233,500
	915 Metal picture frames	6	-	-	-	-	-	-
L-65	Total	56	400	-	8,195	18,085	-	31,100
	424 Cooking and heating appl, comm, elec	6	39	-	375	825	-	-
	425 Cooking and heating appl, dom, elec	37	351	-	3,197	9,056	-	31,100
	426 Elec appl, not cooking and htg, comm	7	5	-	240	1,677	-	-
	427 Elec appl, not cooking and htg, dom	6	5	-	4,383	6,527	-	-
L-65-a	427 Electric irons	4	65	-	5,200	13,700	150,000	78,000
L-67	484 Mowers: lawn: hand: power	15	47	620	-	281	-	5,900
L-71	429 Batteries: dry cell	1	-	-	-	-	-	-
L-73	Total	8	13	-	-	-	-	-
	641 Sealing tape machinery, industrial	-	-	-	-	-	-	-
	664 Pins: common	2	-	-	-	-	-	-
	672 Office supplies	6	13	-	-	-	-	-
L-92	676 Fishing equipment, commercial	27	1	1	5,193	100	-	100
L-93	677 Sporting goods: not rubber	2	2	-	-	-	-	-
L-98	113 Sewing machines, domestic	1	-	-	525	310	-	10,230
L-104	661 Pins: bob, hair curlers	2	10	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC.
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Consumers Durable Goods (Cont.)							
L-136	678 Church goods	2	-	-	6,500	-	1,500	-
L-140-a	648 Cutlery	19	29	-	6,160	-	-	1,000
L-140-b	Total	12	-	-	60,500	-	-	1,000
	652 Silverware: plated	11	-	-	60,500	-	-	1,000
	659 Candlesticks: silver plated	1	-	-	-	-	-	-
L-176	426 Electric fans: domestic and commercial	6	19	-	2,800	5,600	-	-
L-227	673 Fountain pens and mechanical pencils	7	14	-	3,325	-	-	-
L-227-a	673 Pen nibs	3	-	-	-	-	-	-
L-227-b	673 Pens and pencils	1	-	-	-	-	-	-
L-267	548 Photographic equipment and accessories	7	6	2	164	880	-	10,094
M-1-k	Total	3	-	-	-	-	-	1,450
	672 Office supplies	1	-	-	-	-	-	1,250
	691 Aluminum ware: household, etc	1	-	-	-	-	-	200
	915 Consumers goods: miscellaneous	1	-	-	-	-	-	-
M-9-c	Total	20	-	1	25,599	-	4,336	204
	Christmas tree decorations	1	-	-	-	-	-	-
	537 Lamps and lanterns: liquid fuel	1	-	-	-	-	-	-
	651 Merit awards: jewelry type	3	-	-	8,000	-	-	-
	654 Clocks: commercial, electric	3	-	1	5,993	-	-	-
	659 Fireplace hardware	1	-	-	-	-	-	-
	660 Emblems: not military	3	-	-	16	-	-	-
	665 Marking devices	6	-	-	11,075	-	3,920	200
	677 Sporting goods: not rubber	2	-	-	515	-	416	4
M-38	Total	8	-	-	-	-	-	-
	Christmas tree decorations	7	-	-	-	-	-	-
	651 Jewelry: compacts, etc	1	-	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Consumers Durable Goods (Cont.)							
M-126	Total	64	249	9	300	-	75,200	550
	Office furniture: metal	5	160	-	-	-	-	-
	Vitrified china	1	-	1	-	-	-	-
425	Cooking & heating appliances, dom, elec	1	-	-	-	-	-	-
537	Lamps: liquid fuel	1	-	-	-	-	-	-
545	Furniture: wooden	1	-	-	-	-	-	-
583	Food preparation and serving fixtures	3	4	-	-	-	-	-
641	Sealing tape machinery, industrial	3	-	-	-	-	-	-
651	Jewelry	11	20	8	-	-	-	-
659	Household and miscellaneous articles	12	27	-	-	-	75,000	-
660	Emblems: not military	4	-	-	-	-	-	-
661	Pins: bob, hair curlers	1	-	-	-	-	-	-
663	Needles: hand, crocket, knitting	1	-	-	-	-	-	-
665	Marking devices	4	-	-	-	-	-	-
670	Morticians' goods	4	21	-	-	-	200	550
677	Sports goods: not rubber	11	17	-	300	-	-	-
915	Consumers goods: miscellaneous	1	-	-	-	-	-	-
—	Lawn sprinklers 1/	1	-	-	-	-	-	41,000
	Containers	1	-	-	-	-	-	5,100
M-1-k	634 Box and crates, wooden	1	-	-	-	-	-	5,100
	Copper	4	-	-	6,665	-	-	-
M-9-c	Copper and bronze powder	3	-	-	6,665	-	-	-
M-9-c-3	Copper and bronze powder	1	-	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC.
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Farm Machinery	99	2,744	23	14,215	1,704	10,620	3,430
L-257	Total	99	2,744	23	14,215	1,704	10,620	3,430
	450 Earthworking machinery	25	1,110	-	120	-	120	50
	451 Harvesting machinery	23	460	-	3,170	-	-	-
	452 Agricultural machinery, wagons, etc	21	523	21	375	54	9,500	880
	453 Dairy and poultry equipment	29	551	2	10,550	1,650	1,000	2,500
	471 Tractors: wheel type: farm	1	100	-	-	-	-	-
	General Industrial Equipment	49	867	14	51,841	2,609	3,168	11,118
L-38	535 Refrig, air-cond equipment, commercial	32	829	12	50,486	1,699	3	6,108
L-89	157 Elevators: not ship	2	7	-	435	860	250	15
L-123	150 Air washer fans and blowers 1/	1	15	-	-	-	-	-
L-292	Total	12	15	2	920	50	1,375	4,995
	200 Bakery machinery, not field	2	4	-	95	-	475	2,020
	201 Canning plant machinery	2	3	-	200	-	-	-
	202 Cereal mfg. machinery	3	2	-	-	-	600	450
	203 Dairy or milk prod machinery	2	-	-	-	50	-	2,525
	204 Meat packing equipment	1	1	-	100	-	300	-
	237 Tobacco mfg. machinery and equipment	1	-	-	-	-	-	-
	478 Beverage and bottling machinery	1	5	2	525	-	-	-
L-314	167 Lubrication equipment	2	1	-	-	-	1,540	-
	Government	1	-	-	-	-	-	-
M-9-c	680 Parking meters	1	-	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Plumbing and Heating	99	1,553	17	35,464	695	12,035	68,165
L-23-c	Total	16	155	-	1,050	-	700	3,511
	581 Cooking stoves: domestic, not electric	8	42	-	-	-	-	3,511
	584 Heating stoves: domestic, not electric	8	113	-	1,050	-	700	-
L-42	Total	20	593	-	15,402	-	200	28,500
	570 Sanitary ware: plumbing	14	593	-	302	-	200	3,500
	571 Fittings and trims: plumbing fixtures	6	-	-	15,100	-	-	25,000
L-74	Total	12	9	8	2,212	49	1,760	531
	589 Oil burners: commercial	2	1	-	-	6	75	-
	592 Oil burners: domestic	10	8	8	2,212	43	1,685	531
L-75	593 Stokers: coal	8	67	4	500	450	-	2,250
L-173	Total	6	273	-	70	-	-	435
	584 Heating stoves: domestic, not electric	1	-	-	-	-	-	-
	587 Furnaces: warm air	4	273	-	70	-	-	-
	591 Gas burners	1	-	-	-	-	-	435
L-182	582 Cooking equipment, commercial, not electric	9	6	4	2,300	-	100	-
L-185	595 Heaters: water: domestic	18	443	1	13,930	196	9,200	32,938
L-199	695 Hot water heater jackets	1	5	-	-	-	-	-
M-9-c	571 Fittings and trims: plumbing fixtures	1	-	-	-	-	-	-
M-126	Total	7	2	-	-	-	75	-
	570 Sanitary ware: plumbing	2	-	-	-	-	-	-
	587 Furnaces: warm air	2	2	-	-	-	-	-
	588 Gas burners: industrial	2	-	-	-	-	75	-
	591 Gas conv burners: domestic	1	-	-	-	-	-	-
—	571 Soap dispensing machinery 1/	1	-	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized					
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Printing and Publishing	7	78	7	500	-	3,350	16,260
L-188	212	Binders and parts, loose leaf	3	1	-	500	-	-	16,250
L-226	226	Printing trades machinery, etc	3	77	7	-	-	3,350	10
M-126		Lithography	1	-	-	-	-	-	-
		Radio and Radar	1	-	-	-	-	-	-
L-151	601	Watt hour meters: domestic	1	-	-	-	-	-	-
		Rubber	1	-	-	-	-	-	-
R-1		Tire patches 1/	1	-	-	-	-	-	-
		Safety and Technical Equipment	4	50	-	-	-	-	-
L-39	555	Signal and alarm equipment	1	49	-	-	-	-	-
L-114	549	Safety type floor mats 1/	1	1	-	-	-	-	-
L-238	549	Sun glasses	2	-	-	-	-	-	-
		Service Equipment	73	864	6	5,289	3,885	775	26,383
L-29		Total	49	714	2	-	1,400	-	2,400
		Metal signs	49	714	2	-	1,400	-	2,400
L-54-a	472	Typewriters	1	100	2	3,736	-	-	7,600
L-54-c	472	Office machinery	3	3	-	-	-	-	-
L-91	475	Laundry: dry cleaning equipment, commercial	6	23	1	1,500	250	-	820
L-190	473	Scales and balances, not coin operated	3	10	-	-	85	-	800
L-222	483	Floor finishing machinery	7	3	-	-	1,900	600	14,250
L-325	547	Motion picture projection equipment	1	-	-	-	-	-	-
M-9-c		Metal signs	1	-	-	-	-	-	-
M-126		Beauty and barber shop equipment	2	11	1	53	250	175	513

TABLE II (Concl.)

NUMBER OF PR-25 APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED, ETC
FOURTH QUARTER 1944 AS OF OCTOBER 31, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Textiles	14	53	-	8,370	100	-	-
L-68	662 Hooks, eyes, and snap fasteners	8	1	-	6,300	-	-	-
M-9-c	Total	4	-	-	2,070	100	-	-
	240 Leather working machinery	1	-	-	2,070	-	-	-
	662 Hooks, eyes and snap fasteners	1	-	-	-	-	-	-
	679 Brushes: fiber, wire	2	-	-	-	100	-	-
M-126	Total	2	52	-	-	-	-	-
	662 Hooks, eyes and snap fasteners	1	52	-	-	-	-	-
	679 Brushes: fiber, wire	1	-	-	-	-	-	-
	Tools	1	-	-	-	-	-	-
L-201	712 Chains: not power transmission	1	-	-	-	-	-	-

(x) Less than ½ ton.
1/ Product is not covered by WPB order or regulation in which provision is made for authorization to manufacture under PR-25.

WAR PRODUCTION BOARD
Controller Division

TABLE III

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF FOURTH QUARTER 1944 PRODUCTION SCHEDULES BY REGIONS AND DISTRICTS AS OF OCTOBER 31, 1944

Region and District	Number of Applications			Production Schedule ($000)		
	Total	Approved	Denied	Total	Approved	Denied
GRAND TOTAL	1,983	1,594	389	92,671	68,377	24,294
REGION I	211	196	15	9,712	8,783	929
Boston, Mass	72	69	3	3,017	2,934	83
Bridgeport, Conn	12	8	4	1,508	1,081	427
Hartford, Conn	24	24	-	1,702	1,702	-
Manchester, N. H.	10	10	-	116	116	-
Montpelier, Vt	4	4	-	15	15	-
New Haven, Conn	30	30	-	1,680	1,680	-
Portland, Me	10	8	2	105	47	58
Providence, R. I.	39	34	5	1,205	1,096	109
Springfield, Mass	6	6	-	84	84	-
Worcester, Mass	4	3	1	280	28	252
REGION II	245	206	39	11,181	10,206	975
Albany, N. Y.	7	6	1	252	252	-
Brooklyn, N. Y.	3	3	-	144	144	-
Buffalo, N. Y.	23	15	8	649	412	237
Newark, N. J.	46	34	12	1,517	1,356	161
New York, N. Y.	115	105	10	7,250	6,905	345
Rochester, N. Y.	9	8	1	163	145	18
Syracuse, N. Y.	19	12	7	567	353	214
Utica, N. Y.	23	23	-	639	639	-
REGION III	154	134	20	7,850	6,537	1,313
Allentown, Pa	11	11	-	123	123	-
Baltimore, Md	24	19	5	2,028	1,419	609
Harrisburg, Pa	20	20	-	1,940	1,940	-
Philadelphia, Pa	57	44	13	2,771	2,086	685
Richmond, Va	23	21	2	436	417	19
Scranton, Pa	7	7	-	206	206	-
Trenton, N. J.	4	4	-	152	152	-
Washington, D. C.	5	5	-	114	114	-
Wilmington, Del	3	3	-	80	80	-
REGION IV	174	168	6	6,845	6,636	209
Atlanta, Ga	40	40	-	1,455	1,455	-
Birmingham, Ala	23	23	-	756	756	-
Charlotte, N. C.	10	7	3	173	118	55
Columbia, S. C.	6	6	-	229	229	-
Jackson, Miss	3	3	-	6	6	-
Jacksonville, Fla	5	3	2	228	119	109
Knoxville, Tenn	19	18	1	261	216	45
Memphis, Tenn	26	26	-	2,070	2,070	-
Nashville, Tenn	15	15	-	869	869	-
Raleigh, N. C.	7	7	-	168	168	-
Tampa, Fla	20	20	-	630	630	-

TABLE III (Cont.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF FOURTH QUARTER 1944 PRODUCTION SCHEDULES BY REGIONS AND DISTRICTS AS OF OCTOBER 31, 1944

Region and District	Number of Applications			Production Schedule ($000)		
	Total	Approved	Denied	Total	Approved	Denied
REGION V	184	114	70	13,557	8,314	5,243
Akron, Ohio	-	-	-	-	-	-
Charleston, W. Va	4	4	-	160	160	-
Cincinnati, Ohio	24	15	9	1,222	974	248
Cleveland, Ohio	74	45	29	3,618	2,806	812
Columbus, Ohio	17	12	5	468	430	38
Dayton, Ohio	15	9	6	622	430	192
Erie, Pa	5	5	-	77	77	-
Louisville, Ky	12	4	8	763	168	595
Pittsburgh, Pa	33	20	13	6,627	3,269	3,358
REGION VI	273	160	113	15,147	8,543	6,604
Chicago, Ill	122	33	89	6,957	1,331	5,626
Davenport, Iowa	6	3	3	264	218	46
Decatur, Ill	9	9	-	438	438	-
Des Moines, Iowa	10	6	4	383	303	80
Eau Claire, Wis	6	6	-	1,695	1,695	-
Evansville, Ind	5	5	-	94	94	-
Fort Wayne, Ind	6	3	3	103	56	47
Green Bay, Wis	25	23	2	1,762	1,719	43
Indianapolis, Ind	15	10	5	370	237	133
Madison, Wis	8	6	2	369	175	194
Milwaukee, Wis	37	36	1	1,687	1,662	25
Peoria, Ill	10	9	1	429	129	300
Rockford, Ill	5	3	2	265	155	110
South Bend, Ind	9	8	1	331	331	-
REGION VII	177	159	18	7,527	5,259	2,268
Kansas City, Mo	53	53	-	1,946	1,946	-
Little Rock, Ark	9	9	-	277	277	-
Omaha, Neb	24	24	-	914	914	-
St. Louis, Mo	63	46	17	1,805	1,037	768
Wichita, Kan	28	27	1	2,585	1,085	1,500
REGION VIII	133	131	2	3,878	3,736	142
Dallas, Tex	43	43	-	988	988	-
El Paso, Tex	-	-	-	-	-	-
Houston, Tex	28	26	2	568	426	142
New Orleans, La	20	20	-	902	902	-
Oklahoma City, Okla	25	25	-	981	981	-
San Antonio, Tex	17	17	-	439	439	-
REGION IX	32	31	1	551	545	6
Albuquerque, N. M.	1	1	-	-	-	-
Denver, Col	31	30	1	551	545	6

TABLE III (Concl.)

NUMBER OF PR-25 APPLICATIONS PROCESSED AND VALUE OF FOURTH QUARTER 1944 PRODUCTION SCHEDULES BY REGIONS AND DISTRICTS AS OF OCTOBER 31, 1944

Region and District	Number of Applications			Production Schedule ($000)		
	Total	Approved	Denied	Total	Approved	Denied
REGION X	233	187	46	8,020	6,472	1,548
Boise, Idaho	3	3	-	1,219	1,219	-
Los Angeles, Calif	126	90	36	3,956	2,908	1,048
Phoenix, Ariz	11	11	-	148	148	-
San Francisco, Calif	93	83	10	2,697	2,197	500
REGION XI	58	20	38	2,907	687	2,220
Detroit, Mich	10	4	6	1,178	336	842
Grand Rapids, Mich	24	9	15	1,177	102	1,075
Saginaw, Mich	7	-	7	125	-	125
Toledo, Ohio	17	7	10	427	249	178
REGION XII	62	45	17	4,514	1,873	2,641
Helena, Mont	2	2	-	35	35	-
Minneapolis, Minn	60	43	17	4,479	1,838	2,641
REGION XIII	47	43	4	982	786	196
Portland, Ore	27	26	1	702	516	186
Seattle, Wash	18	15	3	235	225	10
Spokane, Wash	2	2	-	45	45	-

WAR PRODUCTION BOARD
Controller Division

TABLE IV

SUMMARY OF PR-25 APPLICATIONS PROCESSED
BY LABOR AREAS
AS OF OCTOBER 31, 1944

Item	Total	Labor Area I	II	III	IV	Unclassified
Number of Applications	1,983	652	501	351	317	162
Approved	1,594	445	405	313	288	143
Denied	389	207	96	38	29	19
Number of Plants						
Approved Cases	1,331	735	209	168	167	52
Denied Cases	320	168	83	29	24	16
Production Schedule - 4Q44 ($000)	92,671	26,153	26,061	18,458	17,259	4,740
Approved	68,377	15,677	18,264	14,553	16,133	3,750
Denied	24,294	10,476	7,797	3,905	1,126	990
Number of Production Workers						
Approved Cases						
Currently employed in plant	110,097	24,170	32,257	31,285	15,915	6,510
Reduction in plant anticipated if application were denied - 3 month period	13,917	1,648	3,126	3,535	4,568	1,040
In-plant transfers and new hires to be engaged in mfr of product as result of approval - 3 month period	18,888	3,030	6,081	4,179	4,138	1,460
Denied Cases						
Currently employed in plant	86,699	30,644	42,433	6,306	3,699	3,617
Reduction in plant anticipated as result of denial - 3 month period	9,037	4,356	1,803	2,035	690	153
In-plant transfers and new hires to be engaged in mfr of product, if application were approved - 3 month period	10,823	4,793	1,675	3,029	976	340

WAR PRODUCTION BOARD
Controller Division

TABLE V

SUMMARY OF SPOT AUTHORIZATION APPLICATIONS PROCESSED
BY SIZE OF PLANT
AS OF OCTOBER 31, 1944

Item	Total	Plants Employing			
		1-50 Workers	51-100 Workers	101-250 Workers	251 & Over Workers
Number of Applications	1,985	1,352	248	186	197
Approved	1,594	1,150	185	131	128
Denied	389	202	63	55	69
Number of Plants					
Approved Cases	1,331	1,006	139	98	88
Denied Cases	330	182	46	36	56
Number of Employees					
Approved Cases	110,097	13,715	10,168	16,812	69,402
Denied Cases	86,699	2,893	3,358	6,070	74,378
Production Schedule 4Q44 ($000)	92,671	39,350	16,460	11,525	25,336
Approved	68,377	31,089	12,622	9,549	15,117
Denied	24,294	8,261	3,838	1,976	10,219
Controlled Material Authorized - 4Q44					
Carbon Steel (Tons)	22,876	12,792	3,057	4,262	2,765
Alloy Steel (Tons)	867	760	40	2	65
Copper and Copper-Base Alloy (Pounds)					
Brass Mill Products	542,998	191,747	131,827	125,967	93,457
Wire Mill Products	62,885	44,572	7,350	1,800	9,163
Foundry Products	316,707	297,765	7,824	6,753	4,365
Aluminum (Pounds)	9,797,820	1,355,338	811,252	1,399,992	6,231,238

WAR PRODUCTION BOARD
Controller Division

TABLE VI

SUMMARY OF PR-25 APPLICATIONS DENIED
BY AGENCY AND REASON FOR DENIAL
AS OF OCTOBER 31, 1944

Item	Number of Applications	Proposed Production Schedule 4Q44 ($000)	Number of Production Workers		
			Currently Employed in Plant	Plant Reduction Anticipated as Result of Denial 3 Mo Period	Addition Anticipated for Product if Approved 1/ 3 Mo Period
GRAND TOTAL	389	24,294	2/ 86,699	9,037	10,823
Through October 24 3/	340	22,256	83,087	8,101	9,597
October 25 - 31 4/	49	2,038	3,612	936	1,226
Denied by					
WPB	37	1,570	1,109	145	480
WMC	345	22,009	84,591	8,250	9,628
PUC	7	715	999	642	715
Reason for Denial					
Workers can be utilized in more essential production	350	22,720	85,673	8,920	10,358
Present plant facilities inadequate for proposed production	18	810	560	41	154
Tightness of controlled materials situation	17	705	440	54	270
Other	4	59	26	22	41

1/ Includes in-plant transfers and new hires expected to have been engaged in manufacture of product, if application were approved as requested.
2/ Duplication in number of employees for plants submitting more than one application eliminated.
3/ For itemization, see previous memoranda on Spot Authorizations.
4/ Data include adjustments for denied cases subsequently approved. For itemization of all cases denied from October 25 to October 31, 1944, see Table VII.

WAR PRODUCTION BOARD
Controller Division

TABLE VII

LIST OF PR-25 APPLICATIONS DENIED SHOWING SALIENT INFORMATION
BY REGION, DISTRICT AND PRODUCT
OCTOBER 25 - 31, 1944 ONLY

Region and District	Order	Product	Proposed Production Schedule 4Q44 ($000)	Denied By	Denied Reason 1/	Labor Area	Number of Production Workers 6 Currently Employed in Plant	Plant Reduction Anticipated As Result of Denial 3-Mo Period	Addition Anticipated for Product if Approved 2/ 3-Mo Period
		TOTAL	2,409				3/4,930	1,017	1,288
I		Total	52				34	34	34
Boston	L-199	Copper hot water storage tank ...	52	WPB	C	II	34	34	34
II		Total	195				3/ 666	124	192
New York	L-30-d	Pot scourers	28	WMC	A	IV	30	15	30
	L-33	Lamp harp	15	WMC	A	IV	106	19	19
	L-33	Crystal glass table lamps	60	WPB	B	IV	5	4	11
	L-226	Multipress printing mach	20	WMC	A	IV	20	9	13
	L-267	Slide projector	45	WMC	A	IV	35	30	30
Newark	L-28	Portable fluorescent desk lamps .	2	WPB	D	I	3/ 12	12	12
	L-140-a	Cutlery (scraper knives)	5	WMC	A	I	3/ 236	-	5
	L-140-a	Eyebrow tweezers	2	WMC	A	I	3/ 238	-	3
	L-257	Plant and vegetable boxes	4/ -	WPB	D	I	13	10	21
	L-270	Motor analyzing equipment	4/ -	WMC	A	I	380	25	25
	M-126	Drawing instrument findings	4/ -	WMC	A	II	1	-	3
Rochester	L-30-a	Galvanized pails	18	WMC	A	II	76	-	20
III		Total	4/ -				98	40	25
Richmond	L-30-d	Ice cream freezers , household ..	4/ -	WMC	A	I	98	40	25
IV		Total	45				5	-	4
Knoxville	L-65	Electric unit heaters	45	WMC	A	I	5	-	4

TABLE VII (Cont.)

LIST OF PR-25 APPLICATIONS DENIED SHOWING SALIENT INFORMATION, ETC. - OCT. 31

Region and District	Order	Product	Proposed Production Schedule 4Q44 ($000)	Denied By	Denied Reason 1/	Labor Area	Number of Production Workers Currently in Plant	Number of Production Workers Plant Reduction Etc.	Number of Production Workers Addition For Produc Etc. 2/
V		Total	652				789	406	522
Cleveland	L-30-e	Cooking utensils,prep infnts for	33	WMC	A	*	7	-	-
	L-30-e	Percolator bands	6	WMC	A	II	7	7	n.a.
	L-49	Rollaway cots	3	WMC	A	I	8	-	-
	L-75	Coal stoker (class B)	67	WMC	A	I	3/ 56	16	16
	M-126	Hospital cubicles	4/ -	WMC	A	I	3/ 61	-	n.a.
Columbus	L-27	Coin operated mdse vending mach	8	WMC	A	II	10	5	4
Louisville	L-30-e	Ash trays, platters, bowls, etc	2	WMC	A	II	4	-	4
	L-30-e	Alum waste baskets,cookie sh,etc	39	WMC	A	II	50	-	-
	L-33	Port elec table, floor lamps ..	70	WMC	A	II	41	-	41
	L-49	Innerspring mattresses	4/ -	WMC	A	II	495	225	225
	L-49	Metal beds	4/ -	WMC	A	II	3/ 495	150	150
	L-93	Golf clubs	390	WMC	A	II	82	-	82
	L-314	Elec grease gun rpr parts	15	WMC	A	II	79	-	-
Pittsburgh	L-222	Castor brackets,ind vac clnrs..	10	PUC	A	II	n.a.	-	-
	M-1-k	Store front accessories	9	WMC	A	II	6	3	-
VI		Total	213				506	4	60
Chicago	L-30-d	Dust pans	45	WMC	A	*	5	-	5
	L-49	Box springs	38	WMC	A	I	257	-	13
	L-270	Battery testers, chargers	15	WMC	A	I	7	-	15
	L-301	Motorscoots,3 wheel tenders,etc	112	WMC	A	I	5	4	10
Des Moines	L-140-a	Bf steak tenderizers (not elec)	3	WMC	A	IV	2	-	2
South Bend	L-39	Soda acid extinguishers	4/-	WMC	A	I	230	-	15
IX		Total	6				62	45	-
Denver	L-30-d	Can openers	6	WMC	A	III	62	45	-

TABLE VII (Concl.)

LIST OF PR-25 APPLICATIONS DENIED SHOWING SALIENT INFORMATION, ETC. - OCT. 31

Region and District	Order	Product	Proposed Production Schedule 4Q44 ($000)	Denied By	Denied Reason 1/	Labor Area	Number of Production Workers Currently in Plant	Number of Production Workers Plant Reduction Etc.	Number of Production Workers Addition For Product Etc. 2/
X		Total	123				53	4	47
Los Angeles	L-23-c	Space htrs,fireplace circul,etc	19	WMC	A	I	-	-	8
	L-42	Ball cocks complete	4/ -	WPB	C	I	9	-	9
	L-158	Anti-detonators	18	WMC	A	I	20	-	4
	M-9-c	Lawn sprinklers	10	WPB	C	I	8	-	6
	M-126	Tire screens	15	WPB	C	I	7	3	5
	M-126	Fireplace dampers,cleanout doors	10	WMC	A	I	-	-	1
San Francisco	L-29	Neon signs	21	WMC	A	II	5	1	9
	L-65	Portable electric heaters	30	WMC	A	I	4	-	5
XI		Total	1,123				3/ 2,697	345	380
Detroit	L-18-b	Domestic elec vacuum cleaners	700	WMC	A	I	1,170	250	325
	L-30-d	Kitchen tools	110	WMC	A	I	74	30	30
Grand Rapids	L-23-b	Domestic electric ranges	150	WMC	A	II	241	40	-
	L-270	Automatic lifting jacks	38	WMC	A	I	1,140	-	-
Saginaw	L-49	Bedsprings	6	WMC	A	II	3/ 15	-	-
	L-49	Bedsprings	4	WMC	A	II	3/ 12	-	-
	L-49	Dual sleeping equipment	7	WMC	A	II	12	-	-
	L-49	Innerspring mattresses	24	WMC	A	II	3/ 12	-	-
	L-49	Innerspring mattresses	64	WMC	A	II	15	-	-
	L-62	Metal household furniture	20	WMC	A	II	45	25	25
XIII		Total	4/ -				20	15	24
Seattle	M-9-c	Thermostats	4/ -	WMC	A	I	20	15	24

n.a. Not available. * Unclassified labor area.

1/ Reasons for denial: A-workers can be utilized in more essential production; B - present plant facilities inadequate for proposed production; C - tightness of controlled materials situation; D - other reasons.

2/ Includes in-plant transfers and new hires expected to have been engaged in manufacture of product, if application were approved as requested.

3/ Duplication in number of employees for plants submitting more than one application eliminated from totals.

4/ Proposed production to commence in 1Q45.

ADVANCE RELEASE ------ ADVANCE RELEASE

WPB-6714

WAR PRODUCTION BOARD

ANALYSIS OF OPERATIONS OF SPOT AUTHORIZATION PLAN AS OF OCTOBER 17, 1944

ADVANCE RELEASE:
For Tuesday Morning Papers,
October 24, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

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October 19, 1944

(over)

X-35170

WIR-6714

WAR PRODUCTION BOARD
Controller Division

SUMMARY OF SPOT AUTHORIZATION OPERATIONS REPORTED
AS OF OCTOBER 17, 1944

Item	As of Oct 10	Oct 11 - Oct 17	As of Oct 17
Number of Applications	728	450	1,178
Approved	579	361	940
Denied	149	89	238
Authorized Production Schedules ($000):			
4Q44	27,948	16,868	44,816
1Q45	25,183	14,091	39,274
2Q45	22,991	13,058	36,049
3Q45	20,010	12,292	32,302
Controlled Material Authorized - 4Q44:			
Carbon Steel (Tons)	5,630	6,876	12,506
Alloy Steel (Tons)	112	25	137
Copper and Copper-Base Alloy (Pounds):			
Brass Mill Products	190,638	78,165	268,803
Wire Mill Products	35,857	6,411	42,268
Foundry Products	265,590	10,065	275,655
Aluminum (Pounds)	5,590,284	1,390,699	6,980,983
Manpower Information:			
Approved Cases:			
Number currently employed in plant	41,997	25,075	67,072
Reduction anticipated in number of employees in plant if application were denied - 3 month period	4,194	2,588	6,782
Number of employees to be engaged in manufacture of product as result of approval - 3 month period	5,291	4,869	10,160
Denied Cases:			
Number currently employed in plant	51,121	12,290	63,411
Reduction anticipated in number of employees in plant as result of application denial - 3 month period	2,318	1,334	3,652
Number of employees to be engaged in manufacture of product if application were approved - 3 month period	2,692	2,133	4,825

TABLE I

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR-25
BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Authorized Production Schedule ($000)			
			4Q44	1Q45	2Q45	3Q45
	GRAND TOTAL	940	44,816	39,274	36,049	32,302
	Aluminum & Magnesium	1	1	1	1	-
M-1-k	Aluminum castings	1	1	1	1	-
	Automotive	27	1,672	1,629	1,415	423
L-158	Total	6	562	548	540	-
	105 Auto replacement parts	5	560	548	540	-
	111 Fittings: tube: compression	1	2	-	-	-
L-180	430 Storage batteries	3	145	151	151	151
L-270	251 Auto maintenance equip	18	965	930	724	272
	Building Materials	32	340	323	286	247
L-157	646 Tools: hand: general purpose 1/.	1	4	2	-	-
L-236	706 Hardware: builders 1/	1	8	30	45	60
M-9-c	Total	10	242	229	188	158
	702 Bldg prod, metal: not sheet	1	30	30	30	-
	704 Screen cloth: wire: insect	2	73	73	35	35
	705 Bldg prod: sheet metal	7	139	126	123	123
M-126	Total	19	85	61	52	28
	690 Tanks: storage: nonport, metal .	1	1	1	1	1
	700 Fabricated wire prod	2	7	8	3	-
	702 Bldg prod, metal: not sheet	6	8	4	4	4
	705 Bldg prod: sheet metal	3	36	25	24	15
	706 Hardware: builders	1	12	12	12	-
	708 Building hardware: misc	5	17	11	8	8
	723 Bldg prod: metal reinforced	1	4	-	-	-
	Metal meter box covers 1/	1	1	1	1	1
	Chemicals	1	60	60	60	60
M-9-c	241 Chemical prod machinery	1	60	60	60	60
	Communications	1	6	3	3	-
M-9-c	515 Telephone, telegraph equip	1	6	3	3	-
	Consumers Durable Goods ..	668	31,642	27,084	24,048	18,800
L-13-a	Office furniture: metal	28	681	869	881	843
L-18-b	114 Vacuum cleaners: dom, elec	7	4,954	2,658	3,003	120
L-30-a	Total	12	179	151	149	109
	Wire display equipment	1	3	(x)	3	-
	659 Kitchen & hshld utensils, misc .	1	3	-	-	-

TABLE I (Cont.)

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR-25
BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Authorized Production Schedule ($000) 4Q44	1Q45	2Q45	3Q45
	Consumers Dur Goods (Cont.)					
L-30-a (Cont.)						
	682 Galv ware: cans & pails	3	53	20	20	10
	683 Galv ware: boilers, etc	7	120	131	126	99
L-30-c	685 Iron ware: cast	3	29	29	29	29
L-30-d	Total	46	1,763	1,131	1,070	1,012
	427 Elec appl, not ckg or htg, dom	1	18	18	18	18
	583 Food prep and serv fix, comm..	1	32	21	-	-
	659 Kitchen & hshld utensils, misc	44	1,713	1,092	1,052	994
L-30-e	691 Aluminum ware: household	45	5,070	4,908	2,754	2,805
L-33	Total	25	505	189	131	143
	423 Bulbs & tubes: lamps: elec ...	2	65	-	-	-
	538 Lamps: incand: port, elec	23	440	189	131	143
L-36	674 Umbrellas and parasols	1	67	67	67	67
L-37-a	671 Musical instruments	4	29	29	1	1
L-49	Total	303	11,699	11,938	12,052	10,037
	Metal beds	7	315	320	256	256
	543 Springs: beds & innerspring matt	232	9,100	9,277	9,439	8,155
	544 Cots, bunks, berths: metal ...	10	140	134	117	117
	545 Furniture: wooden	1	12	12	12	12
	694 Dual sleeping & seating equip.	53	2,132	2,195	2,228	1,497
L-52	109 Bicycles	2	17	17	1	1
L-62	Total	28	1,134	1,399	1,360	1,350
	Furniture: metal: household ..	27	1,110	1,373	1,326	1,308
	915 Metal frames	1	24	26	34	42
L-65	Total	34	1,808	1,284	725	563
	424 Ckg or htg appl, comm, elec ..	6	32	33	11	6
	425 Ckg or htg appl, dom, elec ...	19	1,177	720	544	369
	426 Elec appl, comm, not ckg or htg	4	45	30	18	36
	427 Elec appl, dom, not ckg or htg	5	554	501	152	152
L-65-a	427 Electric irons	3	378	417	417	417
L-67	484 Mowers: lawn: hand, power	10	316	226	187	145
L-71	429 Batteries: dry cell	1	53	53	-	-
L-73	Total	3	25	20	-	-
	641 Sealing tape machines, ind ...	1	1	-	-	-
	672 Office supplies	2	24	20	-	-
L-92	676 Fishing equip, comm	15	164	195	78	59
L-93	677 Sporting goods: not rubber ...	2	7	14	20	20
L-104	661 Pins: bobby, hair curlers	2	252	77	77	77
L-136	678 Church goods	2	18	18	18	18
L-140-a	648 Cutlery	14	242	238	216	152
L-140-b	652 Silverware: plated	4	115	-	-	-
L-176	426 Elec appl, comm, not ckg or htg	4	181	46	46	46
L-227	673 Fountain pens & mechan pencils	6	546	289	239	323
L-227-a	673 Pen nibs	2	397	210	210	210
L-260-a	545 Furniture: wooden 1/	1	9	-	-	-
L-267	548 Phot equip and accessories ...	4	146	31	8	4

TABLE I (Cont.)

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR-25
BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Authorized Production Schedule ($000) 4Q44	1Q45	2Q45	3Q45
	Consumers Dur. Goods (Cont.)					
M-1-k	Total	4	1	6	6	6
	427 Elec appl, dom, not ckg or htg	1	-	5	5	5
	672 Office supplies	1	1	1	1	1
	691 Aluminum ware: household, kitch	1	(x)	(x)	(x)	(x)
	915 Consumers misc goods	1	(x)	(x)	(x)	(x)
M-9-c	Total	11	202	89	84	84
	537 Lamps & lanterns: liquid fuel	1	3	-	-	-
	641 Sealing tape machines: ind	1	-	11	11	11
	651 Merit awards: jewelry type	1	1	-	-	-
	654 Clocks: comm,elec	1	110	-	-	-
	659 Kitchen & hshld uten, misc	1	3	-	-	-
	660 Emblems: not military	1	56	56	56	56
	664 Pins: common	1	5	5	-	-
	665 Marking devices	4	24	17	17	17
M-38	652 Silverware: plated	1	6	-	-	-
M-126	Total	41	649	486	219	159
	Office furniture: metal	2	30	1	1	1
	Vitrified chinaware 1/	1	4	4	-	-
	425 Ckg or htg appl, dom, elec	1	18	18	18	18
	537 Lamps: liquid fuel	1	-	12	12	-
	545 Furniture: wooden	1	(x)	(x)	(x)	(x)
	583 Food prep and serving fix	2	16	16	16	16
	651 Jewelry	8	354	311	52	25
	659 Kitchen & hshld utensils, misc	9	87	78	78	74
	660 Emblems: not military	3	5	-	-	-
	665 Marking devices	3	10	22	28	10
	670 Morticians' goods	3	53	-	-	-
	677 Sporting goods: not rubber	6	72	24	14	14
	915 Consumers misc goods	1	(x)	(x)	(x)	1
	Containers	1	8	8	-	-
M-1-k	634 Boxes & crates: wooden: nailed	1	8	8	-	-
	Copper	4	417	410	474	474
M-9-c	Copper & bronze powder	3	347	410	474	474
M-9-c-3	Copper & bronze powder	1	70	-	-	-
	Farm Machinery	53	4,039	4,063	2,877	2,618
L-257	Total	53	4,039	4,063	2,877	2,618
	450 Agri mach, earth working, etc	10	306	222	95	34
	451 Harvesting machinery	13	1,168	1,406	1,333	1,181
	452 Agri mach, wagons, etc	13	1,955	1,675	884	1,011
	453 Dairy & poultry equip	16	270	420	225	49
	471 Tractors: wheel type: farm	1	340	340	340	340

TABLE I (Cont.)

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR-25 WPB-6714
BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Authorized Production Schedules ($000)			
			4Q44	1Q45	2Q45	3Q45
	General Industrial Equip ..	20	1,574	2,250	3,634	6,702
L-38	531 Refrig, air-cond equip, comm ...	11	1,480	2,212	3,582	6,644
L-89	157 Elevators: not shipboard	1	2	2	2	2
L-292	Total	6	83	34	48	56
	201 Canning plant mach	1	1	3	3	-
	202 Cereal mfg mach	2	32	25	39	50
	203 Dairy & milk prod, mach	1	6	6	6	6
	237 Tobacco mfg mach & equip	1	2	-	-	-
	478 Bev and bottling mach	1	42	-	-	-
L-314	167 Lubricating equip	2	9	2	2	-
	Plumbing & Heating	66	2,710	1,849	1,649	1,500
L-23-c	Total	11	508	440	314	340
	581 Ckg stoves, ranges: dom, not el.	5	136	166	166	166
	584 Htg stoves: dom, not elec	6	372	274	148	174
L-42	Total	11	860	400	350	375
	570 Sanitary ware: plumbing	7	761	339	285	290
	571 Fitting & trims: plumb fix	3	59	61	65	85
	594 Heating specialties	1	40	-	-	-
L-74	Total	8	303	85	86	86
	589 Oil burners: comm	1	18	18	18	18
	592 Oil burners: dom	7	285	67	68	68
L-75	593 Stokers: coal	6	214	128	128	106
L-173	Total	5	217	119	121	121
	584 Htg stoves: dom, not elec	1	3	3	5	5
	587 Furnaces: warm air	4	214	116	116	116
L-182	582 Ckg equip, comm, not elec	4	36	47	14	-
L-185	595 Heaters: water: dom	14	438	548	552	377
M-9-c	571 Fittings & trims: plumb fix	1	-	-	5	11
M-126	Total	5	86	82	79	84
	570 Sanitary ware: plumbing	2	8	3	3	3
	587 Furnaces: warm air	1	1	2	1	-
	588 Burners: gas: ind	1	10	10	8	14
	591 Burners: gas: conversion, dom ..	1	67	67	67	67
—	571 Soap dispensing machines 1/	1	48	-	-	-
	Printing & Publishing	6	349	512	611	630
L-188	212 Binders & parts: loose leaf	2	24	24	24	24
L-226	226 Prin trades mach & equip	3	260	448	574	566
M-126	Lithography	1	65	40	13	40
	Radio & Radar	1	70	-	-	-
L-151	601 Instruments: elec measuring ...	1	70	-	-	-
	Rubber Division	1	15	15	15	-
R-1	Tire patches 1/	1	15	15	15	-

TABLE I (Cont.))

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR 25
BY DIVISION OF PRODUCT ASSIGNMENT, ORDER AND PRODUCT
AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Application	Authorized Production Schedule ($000) 4Q44	1Q45	2Q45	3Q45
	Safety & Technical.....	2	173	177	181	185
L-238	549 Glasses, sun.....	1	165	165	165	165
M-126	613 Surgical & med equip.....	1	8	12	16	20
	Service Equipment.....	41	1,392	571	486	410
L-29	Metal signs.....	25	356	313	316	240
L-54-a	472 Typewriters.....	1	655	-	-	-
L-54-c	472 Office machinery.....	3	80	-	-	-
L-91	475 Laundry, dry cleaners, comm..	3	61	36	36	36
L-190	473 Scales & balances: not coin..	3	144	141	134	134
L-222	483 Floor finishing mach.....	3	48	-	-	-
L-325	547 Motion picture proj. equip...	1	6	6	-	-
M-9-c	Metal signs.....	1	4	-	-	-
M-126	Beauty & barber shop equip...	1	38	75	-	-
	Textiles.....	10	261	269	259	248
L-68	662 Hooks, eyes & snap fasteners.	5	170	173	148	148
M-9-c	Total	3	78	85	100	100
	662 Hooks, eyes & snap fasteners	1	2	-	-	-
	679 Brushes: fiber, wire, steel..	2	76	85	100	100
M-126	Total.....	2	13	11	11	-
	662 Hooks, eyes & snap fasteners.	1	11	11	11	-
	679 Brushes; fiber, wire, steel..	1	2	-	-	-
	Tin & Lead.....	4	81	50	50	5
M-38	Total.....	4	81	50	50	5
	Lead & Lead products.....	2	46	40	40	-
	Tin & tin products.....	2	35	10	10	5
	Tools.....	1	6	-	-	-
L-201	712 Chains: not power transmission	1	6	-	-	-

(x) - Less than $500.

1/ Product is not covered by WPB order or regulation in which provision is made for authorization to manufacture under PR-25.

WAR PRODUCTION BOARD
Controller Division
TABLE II

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	4th Qtr 1944	940	12,506	137	268,803	42,268	275,655	6,980,983
	1st Qtr 1945		11,714	171	229,343	38,787	59,033	5,761,636
	2nd Qtr 1945		10,816	142	221,831	31,569	60,705	2,531,085
	3rd Qtr 1945		9,234	73	182,177	27,755	54,755	2,121,859
	GRAND TOTAL - 4Q44	940	12,506	137	268,803	42,268	275,655	6,980,983
	Aluminum and Magnesium	1	-	-	-	-	-	-
M-1-k	Aluminum castings	1	-	-	-	-	-	-
	Automotive	27	346	28	16,202	2,640	4,610	4,404
L-158	Total	6	-	-	2,000	-	200	1,000
	105 Auto replacement parts	5	-	-	-	-	-	1,000
	111 Fittings: tube: compression	1	-	-	2,000	-	200	-
L-180	430 Storage batteries	3	-	-	-	-	-	-
L-270	251 Auto maintenance equipment	18	346	28	14,202	2,640	4,410	3,404
	Building Materials	32	91	-	42,640	-	-	3,000
L-157	646 Tools: hand: general purpose 1/	1	2	-	-	-	-	-
L-236	706 Hardware: builders 1/	1	-	-	-	-	-	-
M-9-c	Total	10	-	-	41,890	-	-	3,000
	702 Bldg prod, metal: not sheet	1	-	-	12,500	-	-	-
	704 Screen cloth: wire: insect	2	-	-	-	-	-	-
	705 Bldg prod: sheet metal	7	-	-	29,390	-	-	3,000

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TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized				
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Building Materials (Cont.)							
M-126		Total	19	89	-	750	-	-	-
	690	Tanks: storage: nonportable, metal	1	2	-	-	-	-	-
	700	Fabricated wire products	2	4	-	-	-	-	-
	702	Bldg prod, metal: not sheet	6	-	-	-	-	-	-
	705	Bldg prod: sheet metal	3	20	-	-	-	-	-
	706	Hardware: builders	1	28	-	-	-	-	-
	708	Building hardware: misc	5	10	-	750	-	-	-
	723	Bldg prod, metal reinforced	1	25	-	-	-	-	-
---		Metal meter box covers 1/	1	-	-	-	-	-	-
		Chemicals	1	-	-	-	-	24,000	-
M-9-c	241	Chemical products machinery	1	-	-	-	-	24,000	-
		Communications	1	-	-	3,750	-	-	-
M-9-c	515	Telephone, telegraph equipment	1	-	-	3,750	-	-	-
		Consumers Durable Goods	668	8,610	84	102,074	35,443	227,700	6,855,183
L-13-a		Office furniture: metal	28	340	4	-	-	-	14,500
L-18-b	114	Vacuum cleaners: domestic, electric	7	53	50	6,300	1,976	-	111,134
L-30-a		Total	12	195	-	-	-	-	-
		Wire display equipment	1	4	-	-	-	-	-
	659	Kitchen and household utensils, misc	1	4	-	-	-	-	-
	682	Galv ware: cans and pails	3	25	-	-	-	-	-
	683	Galv ware: boilers, etc	7	162	-	-	-	-	-
L-30-c	685	Ironware: cast	3	2	-	-	-	-	-

TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1941 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized					
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Consumers Durable Goods (Cont.)							
L-30-d		Total	46	325	-	-	-	-	6,000
	427	Electric appliances, not ckg or htg, dom	1	30	-	-	-	-	-
	583	Food preparation and serving fixt, comm	1	-	-	-	-	-	-
	659	Kitchen and household utensils, misc	44	295	-	-	-	-	6,000
L-30-e	691	Aluminum ware: household	45	160	4	-	100	-	6,372,595
L-33		Total	25	21	-	100	1,195	200	-
	423	Bulbs and tubes: lamp: electric	2	-	-	-	-	-	-
	538	Lamps: incandescent, portable, electric	23	21	-	100	1,195	200	-
L-36	674	Umbrellas and parasols	1	2	-	-	-	-	-
L-37-a	671	Musical instruments	4	1	-	155	-		1,510
L-49		Total	303	6,478	-	-	-	-	-
		Metal beds	7	551	-	-	-	-	-
	513	Springs: bed & innerspring mattresses	232	4,950	-	-	-	-	-
	544	Cots, bunks, berths: metal	10	230	-	-	-	-	-
	545	Furniture: wooden	1	90	-	-	-	-	-
	694	Dual sleeping and seating equipment	53	657	-	-	-	-	-
L-52	109	Bicycles	2	2	-	-	-	-	-
L-62		Total	28	426	1	-	-	-	233,500
		Furniture: metal: household	27	426	1	-	-	-	233,500
	915	Metal frames	1	-	-	-	-	-	-
L-65		Total	34	319	-	5,817	12,362	-	23,450
	424	Cooking or heating appliances, comm, elec	6	11	-	52	-	-	180
	425	Cooking or heating appliances, dom, elec	19	300	-	1,242	4,625	-	23,270
	426	Elec appliances, comm, not ckg or htg	4	3	-	140	1,210	-	-
	427	Elec appliances, dom, not ckg or htg	5	5	-	4,383	6,527	-	-
L-65-a	427	Electric irons	3	65	-	5,200	13,700	150,000	78,000
L-67	484	Mowers: lawn: hand, power	10	42	20	-	230	-	5,900
L-71	429	Batteries: dry cell	1	-	-	-	-	-	-

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TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized					
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Consumers Durable Goods (Cont.)							
L-73		Total	3	-	-	-	-	-	-
	641	Sealing tape machines, industrial	1	-	-	-	-	-	-
	672	Office supplies	2	-	-	-	-	-	-
L-92	676	Fishing equipment, commercial	15	-	1	513	-	-	100
L-93	677	Sporting goods: not rubber	2	2	-	-	-	-	-
L-104	661	Pins: bobby, hair curlers	2	10	-	-	-	-	-
L-136	678	Church goods	2	-	-	6,500	-	1,500	-
L-140-a	648	Cutlery	14	23	-	-	-	-	1,000
L-140-b	652	Silverware: plated	4	-	-	60,000	-	-	1,000
L-176	426	Elec appliances, commercial, not ckg or htg	4	19	-	2,500	5,000	-	-
L-227	673	Fountain pens and mechanical pencils	6	14	-	2,675	-	-	-
L-227-a	673	Pen nibs	2	-	-	-	-	-	-
L-260-a	545	Furniture: wooden 1/	1	9	-	-	-	-	-
L-267	548	Photo equipment and accessories	4	6	2	164	880	-	6,094
M-1-k		Total	4	-	-	-	-	-	200
	427	Elec appliances, dom, not ckg or htg	1	-	-	-	-	-	-
	672	Office supplies	1	-	-	-	-	-	-
	691	Aluminum ware: household, kitchen	1	-	-	-	-	-	200
	915	Consumers misc goods	1	-	-	-	-	-	-
M-9-c		Total	11	-	1	12,150	-	1,000	200
	537	Lamps and lanterns: liquid fuel	1	-	-	-	-	-	-
	641	Sealing tape machines: industrial	1	-	-	-	-	-	-
	651	Merit awards: jewelry type	1	-	-	-	-	-	-
	654	Clocks: commercial, electric	1	-	1	2,700	-	-	-
	659	Kitchen and household utensils, misc	1	-	-	-	-	-	-
	660	Emblems: not military	1	-	-	-	-	-	-
	664	Pins: common	1	-	-	-	-	-	-
	665	Marking devices	4	-	-	9,450	-	1,000	200

TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order		Division and Product	Number of Applications	Controlled Material Authorized					
				Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
						Brass Mill	Wire Mill	Foundry	
		Consumers Durable Goods (Cont.)							
M-38	652	Silverware: plated	1	-	-	-	-	-	-
M-126		Total	41	96	1	-	-	75,000	-
		Office furniture: metal	2	52	-	-	-	-	-
		Vitrified chinaware 1/	1	-	1	-	-	-	-
	425	Cooking & heating appliances, dom, electric	1	-	-	-	-	-	-
	537	Lamps: liquid fuel	1	-	-	-	-	-	-
	545	Furniture: wooden	1	-	-	-	-	-	-
	583	Food preparation & serving fixtures	2	-	-	-	-	-	-
	651	Jewelry	8	5	-	-	-	-	-
	659	Kitchen and household utensils, misc	9	17	-	-	-	75,000	-
	660	Emblems: not military	3	-	-	-	-	-	-
	665	Marking devices	3	-	-	-	-	-	-
	670	Morticians' goods	3	20	-	-	-	-	-
	677	Sporting goods: not rubber	6	2	-	-	-	-	-
	915	Consumers misc goods	1	-	-	-	-	-	-
		Containers	1	-	-	-	-	-	5,100
M-1-k	634	Boxes and crates: wooden: nailed	1	-	-	-	-	-	5,100
		Copper	4	-	-	6,665	-	-	-
M-9-c		Copper and bronze powder	3	-	-	6,665	-	-	-
M-9-c-a		Copper and bronze powder	1	-	-	-	-	-	-

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NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1945 AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds) Brass Mill	Wire Mill	Foundry	Aluminum (Pounds)
	Farm Machinery	53	1,629	-	1,765	54	6,120	930
L-257	Total	53	1,629	-	1,765	54	6,120	930
	450 Agric. mach. earth working, etc.	10	546	-	40	-	120	50
	451 Harvesting machinery	13	305	-	300	-	-	-
	452 Agric mach. wagons, etc.	13	416	-	375	54	6,000	880
	453 Dairy and poultry equipment	16	262	-	1,050	-	-	-
	471 Tractors: wheel type: farm	1	100	-	-	-	-	-
	General Industrial Equipment	20	282	7	28,796	1,009	2,040	7,048
L-38	531 Refrig. air-cond. equip. commercial	11	274	5	28,271	899	-	4,508
L-89	157 Elevators: not shipboard	1	1	-	-	60	-	15
L-292	Total	6	6	2	525	50	500	2,525
	201 Canning plant machines	1	-	-	-	-	-	-
	202 Cereal manufacturing machines	2	1	(x)	-	-	500	-
	203 Dairy and milk products, mach.	1	-	-	-	50	-	2,525
	237 Tobacco manufacturing machines & equip.	1	-	-	-	-	-	-
	478 Beverage & bottling machines	1	5	2	525	-	-	-
L-314	167 Lubricating equipment	2	1	-	-	-	1,540	-
	Plumbing and Heating	66	1,258	7	55,322	537	7,660	66,875
L-23-c	Total	11	142	-	350	-	-	3,511
	581 Ckg. stoves, ranges: domestic, not elec.	5	38	-	-	-	-	3,511
	584 Htg. stoves: domestic, not electric	6	104	-	350	-	-	-
L-42	Total	11	391	-	40,020	-	200	28,500
	570 Sanitary ware: plumbing	7	391	-	20	-	200	3,500
	571 Fittings and trim: plumbing fixtures.	3	-	-	-	-	-	25,000
	594 Heating specialties	1	-	-	40,000	-	-	5,000

TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Plumbing and Heating (Cont.)							
L-74	Total	8	9	3	2,157	49	685	476
	589 Oil burners: commercial	1	1	-	-	6	-	-
	592 Oil burners: domestic	7	8	3	2,157	43	685	476
L-75	593 Stokers: coal	6	67	4	500	450	-	2,250
L-173	Total	5	272	-	-	-	-	-
	584 Htg stoves: domestic, not electric	1	-	-	-	-	-	-
	587 Furnaces: warm air	4	272	-	-	-	-	-
L-182	582 Ckg equip, commercial, not electric	4	-	-	300	-	100	-
L-185	595 Heaters: water: domestic	14	377	-	11,995	38	6,675	32,138
M-9-c	571 Fittings & trim: plumbing fixtures	1	-	-	-	-	-	-
M-126	Total	5	-	-	-	-	-	-
	570 Sanitary ware: plumbing	2	-	-	-	-	-	-
	587 Furnaces: warm air	1	-	-	-	-	-	-
	588 Burners: gas: industrial	1	-	-	-	-	-	-
	591 Burners: gas conversion, domestic	1	-	-	-	-	-	-
—	571 Soap dispensing mach 1/	1	-	-	-	-	-	-
	Printing and Publishing	6	78	7	-	-	3,350	16,260
L-188	212 Binders & parts: loose leaf	2	1	-	-	-	-	16,250
L-226	226 Prin trades mach & equip	3	77	7	-	-	3,350	10
M-126	Lithography	1	-	-	-	-	-	-
	Radio and Radar	1	-	-	-	-	-	-
L-151	601 Instruments: electric measuring	1	-	-	-	-	-	-

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TABLE II (Cont.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					BBrass Mill	Wire Mill	Foundry	
	Rubber Division	1	-	-	-	-	-	-
R-1	Tire patches 1/	1	-	-	-	-	-	-
	Safety and Technical	2	8	-	-	-	-	-
L-238	549 Glasses, sun	1	-	-	-	-	-	-
M-126	613 Surgical and medical equipment	1	8	-	-	-	-	-
	Service Equipment	41	151	4	5,289	2,485	175	22,183
L-29	Metal signs	25	9	-	-	-	-	1,900
L-54-a	472 Typewriters	1	100	2	3,736	-	-	7,600
L-54-c	472 Office machinery	3	3	-	-	-	-	-
L-91	475 Laundry: dry cleaners, commercial	3	22	1	1,500	250	-	720
L-190	473 Scales & balances: not coin operated	3	10	-	-	85	-	800
L-222	483 Floor finishing machines	3	2	-	-	1,900	-	10,650
L-325	547 Motion picture projection equipment	1	-	-	-	-	-	-
M-9-c	Metal signs	1	-	-	-	-	-	-
M-126	Beauty & barber ship equipment	1	5	1	53	250	175	513
	Textiles	10	53	-	6,300	100	-	-
L-68	662 Hooks, eyes and snap fasteners	5	1	-	6,300	-	-	-
M-9-c	Total	3	-	-	-	100	-	-
	662 Hooks, eyes and snap fasteners	1	-	-	-	-	-	-
	679 Brushes: fiber, wire, steel	2	-	-	-	100	-	-
M-126	Total	2	52	-	-	-	-	-
	662 Hooks, eyes and snap fasteners	1	52	-	-	-	-	-
	679 Brushes: fiber, wire, steel	1	-	-	-	-	-	-

TABLE II (Concl.)

NUMBER OF APPLICATIONS APPROVED AND QUANTITY
OF CONTROLLED MATERIALS AUTHORIZED UNDER PR-25
TOTALS OF FOURTH QUARTER 1944 THROUGH THIRD QUARTER 1945
WITH ITEMIZATION FOR FOURTH QUARTER 1944 AS OF OCTOBER 17, 1944

Order	Division and Product	Number of Applications	Controlled Material Authorized					
			Carbon Steel (Tons)	Alloy Steel (Tons)	Copper & Copper-Base Alloy Products (Pounds)			Aluminum (Pounds)
					Brass Mill	Wire Mill	Foundry	
	Tin and Lead	4	-	-	-	-	-	-
	Total	4	-	-	-	-	-	-
M-38	Lead and lead products	2	-	-	-	-	-	-
	Tin and tin products	2	-	-	-	-	-	-
	Tools	1	-	-	-	-	-	-
L-201	712 Chains: not power trans	1	-	-	-	-	-	-

(x) - Less than ½ ton.
1/ Product is not covered by WPB order or regulation in which provision is made for authorization to manufacture under PR-25.

TABLE III

NUMBER AND VALUE OF PRODUCTION SCHEDULES
AUTHORIZED UNDER PR-25
BY REGIONS AND DISTRICTS
AS OF OCTOBER 17, 1944

Region and District	Number of Applications	Authorized Production Schedule ($000)			
		4Q44	1Q45	2Q45	3Q45
GRAND TOTAL	940	44,816	39,274	36,049	32,302
REGION I	129	5,791	4,729	4,062	3,528
Boston, Mass	44	2,213	2,122	2,157	1,926
Bridgeport, Conn	4	475	352	-	-
Hartford, Conn	15	1,232	405	362	241
Manchester, N. H.	5	102	140	105	70
Montpelier, Vt	4	15	26	24	38
New Haven, Conn	21	813	637	576	518
Portland, Me	6	22	8	6	-
Providence, R. I.	26	877	1,030	824	727
Springfield, Mass	2	19	1	-	-
Worcester, Mass	2	23	8	8	8
REGION II	81	5,289	1,847	1,739	1,591
Albany, N. Y.	3	131	131	139	119
Buffalo, N. Y.	4	85	78	1	1
Brooklyn, N. Y.	2	141	141	157	173
New York, N. Y.	34	3,365	459	473	454
Newark, N. J.	16	856	541	508	513
Rochester, N. Y.	7	128	-	-	-
Syracuse, N. Y.	2	5	5	5	5
Utica, N. Y.	13	528	492	456	326
REGION III	79	3,886	3,747	4,129	2,471
Allentown, Pa	10	105	79	48	73
Baltimore, Md	4	113	113	113	50
Harrisburg, Pa	15	1,910	2,198	2,496	1,173
Richmond, Va	16	379	316	314	390
Philadelphia, Pa	24	1,100	685	690	498
Scranton, Pa	5	196	220	220	39
Trenton, N. J.	3	62	116	228	228
Wilmington, Del	1	20	20	20	20
Washington, D. C.	1	1	-	-	-
REGION IV	109	5,159	6,313	6,979	9,534
Atlanta, Ga	26	1,365	1,369	842	828
Birmingham, Ala	4	18	18	12	-
Charlotte, N. C.	4	83	68	68	4
Columbia, S. C.	4	211	191	168	127
Jackson, Miss	1	-	37	45	62
Jacksonville, Fla	3	119	189	189	152
Knoxville, Tenn	9	125	199	137	137

TABLE III (Cont.)

NUMBER AND VALUE OF PRODUCTION SCHEDULES
AUTHORIZED UNDER PR-25
BY REGIONS AND DISTRICTS
AS OF OCTOBER 17, 1944

Region and District	Number of Applications	Authorized Production Schedule ($000) 4Q44	1Q45	2Q45	3Q45
REGION IV (Cont.)					
Memphis, Tenn	25	1,794	2,669	4,173	6,963
Nashville, Tenn	14	830	677	282	282
Raleigh, N. C.	5	122	142	153	50
Tampa, Fla	14	492	754	910	929
REGION V	61	5,767	4,440	3,809	1,790
Charlestown, W. Va	2	95	98	98	8
Cincinnati, Ohio	4	218	-	-	-
Cleveland, Ohio	31	2,025	1,883	1,257	1,126
Columbus, Ohio	2	5	-	-	-
Dayton, Ohio	4	314	314	314	308
Erie, Pa	2	13	-	1,[illegible]	-[illegible]
Pittsburgh, Pa	12	2,929	1,977	1,972	223
Louisville, Ky	4	168	168	168	125
REGION VI	100	5,194	5,870	4,220	4,369
Chicago, Ill	21	942	1,081	806	808
Decatur, Ill	8	438	353	353	353
Eau Claire, Wis	2	9	(x)	(x)	(x)
Evansville, Ind	2	20	7	7	7
Fort Wayne, Ind	3	56	28	28	18
Indianapolis, Ind	7	165	166	166	142
Madison, Wis	5	160	158	145	143
Milwaukee, Wis	30	1,622	2,164	2,250	2,558
Peoria, Ill	7	79	191	169	73
Rockford, Ill	1	114	114	114	114
Green Bay, Wis	14	1,589	1,608	182	153
REGION VII	120	4,461	3,986	3,905	3,053
Kansas City, Mo	39	1,650	1,461	1,459	1,432
Little Rock, Ark	9	277	331	405	272
Omaha, Neb	19	791	615	616	616
St. Louis, Mo	30	712	630	534	386
Wichita, Kan	23	1,031	949	891	347
REGION VIII	77	2,763	2,719	2,550	2,073
Dallas, Tex	22	555	462	342	219
Houston, Tex	15	333	324	248	173
New Orleans, La	15	668	740	747	566
Oklahoma City, Okla	14	788	801	810	712
San Antonio, Tex	11	419	392	403	403
REGION IX	15	388	362	213	203
Denver, Colo	15	388	362	213	203

TABLE III (Concl.)

NUMBER AND VALUE OF PRODUCTION SCHEDULES
AUTHORIZED UNDER PR-25
BY REGIONS AND DISTRICTS
AS OF OCTOBER 17, 1944

Region and District	Number of Applications	Authorized Production Schedule ($000)			
		4Q44	1Q45	2Q45	3Q45
REGION X	107	4,248	3,514	2,915	3,026
Boise, Idaho	1	1,170	936	702	936
Los Angeles, Calif	43	1,473	960	769	759
Phoenix, Ariz	6	49	51	50	5
San Francisco, Calif	57	1,556	1,567	1,394	1,326
REGION XI	12	519	157	141	31
Detroit, Mich	3	333	58	58	18
Grand Rapids, Mich	5	83	78	78	13
Toledo, Ohio	4	103	21	5	-
REGION XII	26	962	956	852	288
Helena, Mont	2	35	35	35	-
Minneapolis, Minn	24	927	921	817	288
REGION XIII	24	439	634	535	345
Portland, Ore	13	231	449	334	191
Seattle, Wash	9	163	140	156	154
Spokane, Wash	2	45	43	45	-

(x) Less than $500.

WAR PRODUCTION BOARD
Controller Division

TABLE IV

NUMBER AND VALUE OF PRODUCTION SCHEDULES AUTHORIZED UNDER PR-25
AND RELATED MANPOWER INFORMATION BY LABOR AREAS
AS OF OCTOBER 17, 1944

Item	Total	Labor Area				
		I	II	III	IV	Unclassified
Number of Applications	940	254	263	178	157	88
Authorized Production Schedule ($000):						
4Q44	44,816	9,119	13,613	8,505	10,867	2,712
1Q45	39,274	8,025	12,458	7,650	8,564	2,577
2Q45	36,049	6,982	10,389	6,351	10,136	2,191
3Q45	32,302	6,188	9,136	4,574	10,442	1,962
Manpower Information:						
Current number of employees in plant 1/	67,072	12,414	20,167	21,926	8,029	4,536
Reduction anticipated in number of employees in plant if application were denied - 3 month period	6,782	952	2,383	1,305	1,681	461
Number of employees to be engaged in manufacture of product as result of approval - 3 month period	10,160	1,673	4,300	1,612	1,928	647

1/ Duplication in number of employees for plants submitting more than one application eliminated.

WAR PRODUCTION BOARD
Controller Division

TABLE V

SUMMARY OF APPROVED SPOT AUTHORIZATION APPLICATION
BY SIZE OF PLANT
AS OF OCTOBER 17, 1944

Item	Total	Plants Employing			
		1-50 Workers	51-100 Workers	101-250 Workers	251 & Over Workers
Number of Applications	940	670	114	79	7
Number of Plants	772	579	85	53	5
Number of Employees	67,072	8,021	6,449	9,032	43,57
Authorized Production Schedule ($000):					
4Q44	44,816	19,011	9,572	5,818	10,41
1Q45	39,274	18,086	7,802	4,787	8,59
2Q45	36,049	16,080	8,586	3,600	7,78
3Q45	32,302	12,502	10,660	2,690	6,45
Controlled Material Authorized-4Q44:					
Carbon Steel (Tons)	12,506	6,758	2,047	2,103	1,59
Alloy Steel (Tons)	137	93	34	-	1
Copper & Copper-Base Alloy (Lbs):					
Brass Mill Products	268,803	103,721	110,577	28,961	25,5
Wire Mill Products	42,268	27,963	6,702	100	7,5
Foundry Products	275,655	264,545	5,405	2,290	3,41
Aluminum (Lbs)	6,980,983	844,119	761,248	1,307,022	4,068,59

WAR PRODUCTION BOARD
Controller Division

TABLE VI

NUMBER AND VALUE OF PROPOSED PRODUCTION SCHEDULES
AND RELATED MANPOWER INFORMATION
FOR DENIED SPOT AUTHORIZATION APPLICATIONS
BY REGIONS
AS OF OCTOBER 17, 1944

Region	Number of Applications	Proposed Production Schedule 1st Full Qtr ($000)	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to Engaged in M of Product Application were Approve 3-Month Peri
GRAND TOTAL ...	238	17,927	1/ 63,411	3,652	4,825
Through Oct.10 2/	149	12,916	51,121	2,318	2,692
Oct.11 - Oct.17 3/	89	5,011	12,290	1,334	2,133
Denied by:					
WPB	28	1,524	29,663	124	407
WMC	207	16,045	33,427	3,358	4,186
PUC	3	358	321	170	232
1. Boston	17	1,006	2,351	639	636
2. New York	20	756	2,093	87	357
3. Philadelphia ..	15	805	603	198	151
4. Atlanta	2	109	24	18	88
5. Cleveland	44	4,487	9,156	648	419
6. Chicago	67	4,992	10,866	675	1,404
7. Kansas City ...	7	624	2,470	6	117
8. Dallas	-	-	-	-	-
9. Denver	-	-	-	-	-
10. San Francisco .	23	1,477	3,783	1,161	962
11. Detroit	23	709	31,222	89	151
12. Minneapolis. ...	16	2,752	835	130	520
13. Seattle	4	210	8	1	20

1/ Duplication in number of employees for plants submitting more than one application eliminated.
2/ For itemization, see previous memoranda on Spot Authorizations.
3/ For itemization, see Table VII.

WAR PRODUCTION BOARD
Controller Division

TABLE VII

LIST OF SPOT AUTHORIZATION APPLICATIONS DENIED SHOWING PROPOSED PRODUCTION SCHEDULES BY WHOM DENIED, LABOR AREA AND RELATED MANPOWER INFORMATION BY REGION, DISTRICT AND PRODUCT
OCTOBER 11 - 17, 1944 ONLY

Region and District	Product	Proposed Production Schedule 1st Full Qtr. ($000)	Denied By	Denied Reason 1/	Labor Area	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to be Engaged in Mfr. of Product if Application were Approved 3-Month Period
	TOTAL	5,011				2/12,290	1,334	2,133
I	Total	501				1,092	167	127
Boston	Appointments for churches	1	WPB	B	II	1	-	-
Bridgeport	Bed springs	12	WMC	A	II	2	2	2
	Electric heating pads	400	WMC	A	II	871	150	100
	Lawn mowers	n.a.	WMC	A	II	10	-	-
Providence	Septic tanks	72	WMC	A	II	30	n.a.	5
	Archboards, clipboards	16	WMC	A	III	178	15	20
II	Total	609				2/ 728	52	243
Newark	Jar wrenches	3	WMC	A	I	238	-	1
	Pot scourers	108	WPB	C	I	103	n.a.	38
	Clothes sprinklers	7	WMC	A	I	2/ 238	-	1
New York	Oil burners	96	WPB	C	IV	3	-	5
Syracuse	Electric heating pads	10	WMC	A	III	2/ 113	-	43
	Electric flat irons	65	WMC	A	III	2/ 113	-	60
	Fans	n.a.	WMC	A	III	2/ 113	-	29
	Floor sanders, edgers	181	WMC	A	II	131	10	10
	Curtain stretchers	80	WMC	A	II	98	20	20
	"Heatilator" fireplaces	44	WMC	A	II	155	10	24
	Register and radiator shields	15	WMC	A	II	2/ 97	12	12

TABLE VII (Cont.)
LIST OF SPOT AUTHORIZATION APPLICATIONS DENIED SHOWING PROPOSED PRODUCTION SCHEDULES
BY WHOM DENIED, LABOR AREA AND RELATED MANPOWER INFORMATION
BY REGION, DISTRICT AND PRODUCT
OCTOBER 11 - 17, 1944 ONLY

Region and District	Product	Proposed Production Schedule 1st Full Qtr. ($000)	Denied By	Denied Reason 1/	Labor Area	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to be Engaged in Mfr. of Product if Application were Approved 3-Month Period
III	Total.....	15				124	28	40
Baltimore	Pianos.....	10	WMC	A	I	7	-	12
Philadelphia	Frozen food cases....	5	WPB	B	*	117	28	28
IV	Total.....	89				18	18	85
Jacksonville	Ironing boards.....	89	PUC	A	*	18	18	85
V	Total.....	403				2/1,220	37	138
Cleveland	Aluminum frying pans.	124	WMC	A	II	1	1	6
	Ind vacuum cleaners..	35	WMC	A	I	2/ 499	-	n.a.
	Hospital cubicles....	(x)	WMC	A	I	61	-	-
	Toilet compartments..	2	WMC	A	I	2/ 61	-	-
	Toilet compartments..	1	WMC	A	I	2/ 61	-	n.a.
	Toilet compartments..	1	WMC	A	I	2/ 61	-	-
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	-
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	n.a.
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	-
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	-
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	-
	Toilet compartments..	(x)	WMC	A	I	2/ 61	-	-
Columbus	Bakery machinery.....	25	WMC	A	II	15	-	15
	Sinks and drainboards	1	WMC	A	II	19	1	1
Dayton	Ambulance cots.....	15	WMC	A	II	270	25	100
	Wet storage batteries	79	WMC	A	II	25	-	-

TABLE VII (Cont.)

LIST OF SPOT AUTHORIZATION APPLICATIONS DENIED SHOWING PROPOSED PRODUCTION SCHEDULES
BY WHOM DENIED, LABOR AREA AND RELATED MANPOWER INFORMATION
BY REGION, DISTRICT AND PRODUCT
OCTOBER 11 - 17, 1944 ONLY

Region and District	Product	Proposed Production Schedule 1st Full Qtr ($000)	Denied By	Denied Reason 1/	Labor Area	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to be Engaged in Mfr of Product if Application were Approved 3-Month Period
Dayton (Cont.)	Domestic hot water heaters	58	WMC	A	II	829	-	n.a.
Pittsburgh	Morticians' operating tables ...	50	WMC	A	II	2/ 200	10	10
	Clothesline lifts and reels ...	12	WMC	A	II	-	-	6
	Total	2,095				2/4,988	371	871
Chicago	Cash boxes, bond boxes, etc ...	19	WMC	A	I	9	9	9
	Metal lockers & storage cabinets	100	WMC	A	I	30	-	4
	Metal school furniture	150	WMC	A	I	66	-	-
	Metal record cabinets	240	PUC	A	I	293	146	147
	Aluminum milk cans	5	WMC	A	I	2/ 60	15	70
	Pressure double boilers	13	WMC	A	I	2/ 62	-	46
	Bottled beverage dispensing mach	n.a.	WMC	A	I	1,432	-	-
	Bed springs	30	WMC	A	I	49	-	-
	Dual sleeping equipment	30	WMC	A	I	2/ 49	-	-
	Innerspring mattresses	26	WMC	A	I	2	-	4
	Innerspring mattresses	195	WMC	A	I	91	-	35
	Electric duplicators	15	WMC	A	I	7	3	3
	Medicine cabinets	5	WMC	A	I	2	2	2
	Venetian blinds	94	WMC	A	I	156	-	135
	Electric irons	379	WMC	A	I	1,575	-	-
	Automobile grills	17	WMC	A	I	7	7	7
	Motion picture cameras	17	WMC	A	I	2/1,253	-	50
	Ignition timing lights, etc ...	25	WMC	A	I	5	-	6
	Marking devices	35	WPB	C	I	110	-	110
	Coasters, hot pads	5	WMC	A	I	6	-	3
	Liquid soap dispensers	21	WMC	A	I	19	-	-

TABLE VII (Cont.)

LIST OF SPOT AUTHORIZATION APPLICATIONS DENIED SHOWING PROPOSED PRODUCTION SCHEDULES
BY WHOM DENIED, LABOR AREA AND RELATED MANPOWER INFORMATION
BY REGION, DISTRICT AND PRODUCT
©CTOBER 11 - 17, 1944 ONLY

Region and District	Product	Proposed Production Schedule 1st Full Qtr ($000)	Denied By	Denied Reason 1/	Labor Area	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to be Engaged in Mfr of Product if Application were Approved 3-Month Period
VI Des Moines	Oil burner nozzles	7	WMC	A	III	36	-	2
Indianapolis	Cash drawers	11	WMC	A	II	16	10	10
	Lawn mowers, hand	75	WMC	A	I	54	-	10
	Farm trailers	11	WMC	A	II	2	-	2
Madison	Coal, wood, gas ranges	533	WMC	A	III	903	144	144
	Cattle stalls and fittings, etc	20	WMC	A	III	72	35	72
Rockford	Oven doors	17	WMC	A	I	46	-	-
VII	Total	508				2/2,217	-	79
St. Louis	Electric advertising displays	n.a.	WMC	A	IV	2/ 4	-	4
	Electric fans	508	WMC	A	IV	2,217	n.a.	75
X	Total	448				2/ 680	554	405
Los Angeles	Box springs	14	WMC	A	I	2/ 32	2	5
	Dual sleeping equipment	12	WMC	A	I	2/ 32	2	5
	Ash trays	18	WPB	C	I	7	1	3
	Aluminum hair curlers	(x)	WMC	A	I	26	20	24
	Lawn sprinklers	19	WPB	C	I	87	n.a.	n.a.
	Fireplace grates	12	WMC	A	I	-	-	3
San Francisco	Enamelled cast iron bathtubs etc	343	WMC	A	I	520	490	325
	Auto jacks	30	WMC	A	I	40	39	40

TABLE VII (Concl.)

LIST OF SPOT AUTHORIZATION APPLICATIONS DENIED SHOWING PROPOSED PRODUCTION SCHEDULES BY WHOM DENIED, LABOR AREA AND RELATED MANPOWER INFORMATION BY REGION, DISTRICT AND PRODUCT OCTOBER 11 - 17, 1944 ONLY

Region and District	Product	Proposed Production Schedule 1st Full Qtr ($000)	Denied By	Denied Reason 1/	Labor Area	Current Number of Employees in Plant	Reduction in Plant Force Anticipated as Result of Denial 3-Month Period	Number of Employees to be Engaged in Mfr. of Product if Application were approved 3-Month Period
XI	Total	187				980	40	55
Detroit	Church goods	16	WMC	A	I	3	-	-
	Fender irons	10	WMC	A	I	81	30	30
Grand Rapids	Bed springs	12	WMC	A	II	13	-	-
	Insecticide sprayers	44	WMC	A	II	84	10	10
	Floor sanders, edgers	105	WMC	A	I	69	-	15
XII	Total	145				2/236	67	81
Minneapolis	Bed springs	25	WMC	A	III	2/222	30	30
	Rollaway cots	6	WMC	A	III	2/222	6	6
	Sofa beds	42	WMC	A	III	222	24	24
	Storage batteries	n.a.	WMC	A	III	-	-	14
	Combination seeder & cultivator	72	WMC	A	III	14	7	7
XIII	Total	11				7	-	9
Seattle	Lawn sprinklers	10	WMC	A	I	-	-	2
	Key cases	1	WMC	A	I	7	-	7

n.a. Not available. * Unclassified labor area. (x) Less than $500.

1/ Reasons for denial: A-Workers can be utilized in more essential production, B-present plant facilities inadequate for proposed production, C-tightness of controlled materials situation.

2/ Duplication in number of employees for plants submitting more than one application eliminated from totals.

War Manpower Commission
Washington 25, D. C.

In reply
refer to WMEA

WMC Field Instruction No. 566
Essential Activities No. 48
October 13, 1944

To: All Regional Manpower Directors

Subject: Modification of Locally Needed Wage Standards

Field Instruction No. 2 is hereby amended by adding to Section 3 of paragraph III the following:

> "Upon the unanimous recommendation of the Area Management-Labor Committee, an Area Manpower Director may allow an exception to this standard for designated establishments or for the area if he finds that special circumstances or local conditions warrant such action in the interest of the war effort, provided that any individual employed in such an establishment at a wage rate below the rate established by the War Labor Board or below $0.40 an hour, shall be entitled to a statement of availability and a referral, as provided in section 907.4(b) (5) of Regulation No. 7 and the analogous provision of the local employment stablization program."

Initiated by:

/s/ Collis Stocking
Chairman
Essential Activities Committee

/s/ Vernon A. McGee
Deputy Executive Director

B and D distribution

U. S. DEPARTMENT OF LABOR
Women's Bureau
Washington 25, D. C.

For Release
September 25, 1944

"The woman war worker is no enigma when you subject her to a statistical X-ray," says the Women's Bureau, U. S. Department of Labor, in announcing the publication of a new bulletin analyzing changes in women's employment during the war. The report was prepared in recognition of the need for data to be used in the making of plans for women's immediate and future employment. It contains a statistical account of the entrance of women into the labor force between the week immediately preceding the Pearl Harbor attack, December 1-6, 1941, and the week of March 5-11, 1944 and of the shifts in the employment and occupations of women during that time; age and marital status are also shown.

That women are relatively stable workers in a period of great change is indicated by the fact that of 9,830,000 women who were employed both before Pearl Harbor and in March 1944, 8,370,000 (85 percent) had remained in the same occupation groups in which they formerly worked. Of even greater significance, the report emphasizes, is the fact that half of all the women in the entire March 1944 woman labor force were in the same occupation group as before Pearl Harbor. There was a far greater shifting in occupations among the women employed in manufacturing, sales, and service jobs, other than domestic, than among the professional, semiprofessional, and proprietary workers. More than 70 percent of the women in these latter three categories were in the same occupations in March 1944 as they were before Pearl Harbor. This was true also of more than 60 percent of the women in domestic service and farm occupations, while only a little over 40 percent of the manufacturing, sales, and service workers other than domestic were in the same occupation as formerly, as were only about 50 percent of the clerical employees.

Stressing that most working women, whatever their marital status and age, must support themselves, and in many cases others as well, the report states that those who remain in their occupations usually find it necessary to continue work, and calls attention to the fact that most of those leaving the labor market are married women whose husbands are present. "It must not be assumed from this, however," cautions the report, "that the majority of employed married women need not work, for the evidence is to the contrary."

In slightly more than 2 years—the period on which the survey is based—women's employment increased 36 percent, or from a little more than 12 million to nearly 16 1/2 million. Even more women than are indicated by these figures went to work during this period, says the Bureau, for turn-over rates are not shown here. Thus, the entire number of new women entrants, not employed in early December 1941, was more than 6 1/2 million. The report states that more than half of these new employees came from home housework, and more than a third came from school, while those under 14 in 1941 made up 3 1/2 percent.

The majority of the women who newly entered the labor force came into manufacturing and clerical work, with the service and sales groups next, though in considerably smaller numbers. The report states that 40 percent of the home housework came into manufacturing, slightly less than half as many into the clerical and into the combined service groups, 10 percent into sales occupations. Of the school girls, nearly 45 percent became clerical workers, 25 percent went into manufacturing jobs, and about 10 percent each into the sales and the combined service groups while a small proportion went into semiprofessional types of work. Eighty-five percent of the girls who were under 14 before Pearl Harbor were still in school in March 1944. Of those who went to work after Pearl Harbor nearly half went into domestic or other service occupations, about a fifth to sales jobs, and about a tenth each to manufacturing, clerical, and farm jobs. Most of the women workers who had been unemployed before Pearl Harbor went into manufacturing and clerical jobs.

Of the women employed both before Pearl Harbor and in March 1944 the report states that 1,460,000 changed their occupation group. Over half those leaving service occupations and clerical work and some 40 percent leaving the professional group went to manufacturing. Of those leaving the farm, 60 percent went to domestic service.

The report reveals that though more than 80 percent of the women working in March 1944 said that they had been employed before Pearl Harbor, over 2 million women left employment between the two dates under comparison. Almost 90 percent of the women who left went to home housework, some were unable to work, and a very much smaller number went to school. Over 60 percent of these women are married and their husbands are present.

Pointing out that there now are in the population about 2 1/2 million more married women and nearly a million fewer single women than in 1940, the report predicts that there probably will be more married women in the labor force after the war than before. Of the women who were in the labor force both before Pearl Harbor and in March 1944 the report finds that 42 percent were single, 30 percent married with husband present, 12 percent married with husband absent, and 16 percent widowed or divorced. Of the new entrants after Pearl Harbor nearly 44 percent were single, about 36 percent married with husband present, nearly 10 percent were women with husbands in the armed forces, and a somewhat smaller proportion were widowed or divorced.

Of women in the labor force before Pearl Harbor as well as in March 1944, over half were 35 years of age or older. The largest group were 45 years old or more, with almost as many 25 to 34. The opposite situation existed among those that newly entered the labor force during the war period, nearly half being under 25 years of age and the largest group under 20.

Basic data for the report were specially collected by the Bureau of the Census, at the request of the Women's Bureau, in the course of the regular monthly labor-force census. This census is based on interviews with households in a national sample which includes some 30,000 households in 123 counties, selected in such a manner as to provide national estimates of the major labor-force characteristics of the entire population.

A copy of the bulletin, "Changes in Women's Employment During the War," may be obtained from the Superintendent of Documents, Washington 25, D.C. for 10 cents.

(WO 45-30)

ADVANCE RELEASE ADVANCE RELEASE

Fahnestock - 73630 OWI-3552

OFFICE OF WAR INFORMATION

ADVANCE RELEASE: For Sunday Papers, September 10, 1944

A total of 407 cutbacks proposed by Government procurement agencies was reported to the Production Executive Committee Staff of the War Production Board during the eleven weeks from June 15 through August 31, the Office of War Information announced today,

Reduction in plant schedules on these items has amounted to $421,493,000. Cutbacks usually are completed in the four months after announcement of the action taken. The reduction in monthly production rates after the first four months will be substantially greater than the immediate effect as reported.

Some of these were "paper cutbacks" canceling production that was only in the planning stage. Other cutbacks were made in plants having sufficiently heavy backlogs of orders to continue in full production, substituting other items for the work cut back. Approximately one-fourth of the cutbacks were reported to have resulted in a decreased rate of production that would release workers in affected plants.

The PEC Staff, which assumed its duties on June 15, is made up of representatives of the Army, Navy, United States Maritime Commission, WPB, Smaller War Plants Corporation and the War Manpower Commission. The Staff reviews in advance all major cutbacks proposed by the procurement agencies, with a view to placing the cuts so that there will be a minimum dislocation of war production and a maximum utilization of released labor and equipment.

An estimated 49,200 employes will be released when these cutbacks become fully effective, the report indicated.

Currently more than 9,500,000 workers are employed in the munitions industries of the country, while production for the armed forces is running at the rate of more than $5,000,000,000 a month. Thus the cutbacks affected only a small fraction of these munitions workers and the current production of war goods, it was pointed out in the report.

Commenting on the cutbacks, Arthur H. Bunker, PEC Staff Chairman, said:

"August cutbacks have not altered the general relationship of the cutback picture to over-all war production apparent in July. As yet cutbacks have presented only isolated instances where serious difficulty might be found in reabsorbing released resources in war production. Cutbacks fall most frequently in WMC tight labor areas, but these areas are best able to absorb available workers in other production.

"Of the total number of cutbacks, 67 per cent involved no release of labor by employers affected. The most frequent reason for not releasing workers was that they could be employed in the production of other military items in the same plant. Some of the cutbacks were of a paper variety, canceling production that had been contemplated but not actually started."

(over)

In some cases the cutbacks took effect almost immediately after the revised production schedules were announced. In other cases the cutbacks extend well into the future, in some instances into 1945, with the release of workers covering a similar period. While cutbacks are occurring and some contracts are not being renewed upon completion, the armed forces continue to place new contracts for certain urgently needed items. These purchases are largely offsetting cutbacks and contract runouts.

Many of the 49,200 workers who were affected by cutbacks were absorbed at once on other work in plants in which they were employed, or were offered other vital war jobs by WMC's United States Employment Service under its priority referral system.

In number and in dollar volume, as well as in employes released, cutbacks were greatest in the aircraft industries. There were 74 cutbacks in that industry, involving contract cancellations or reductions amounting to $134,231,000 in the first four months and the prospective release of 21,869 workers. Ship cutbacks totaled $74,836,000 in the first four months with prospective release of 6,580 workers. Cuts in guns and related equipment amounted to $47,912,000 in the first four months with the release of 9,958 workers indicated. There were smaller cuts in other munitions fields.

The Army placed 227 of the 407 cutbacks, amounting to $233,230,000 in the first four months and indicating a release of 31,033 workers, including the 21,869 employed in the aricraft industry. There were 161 Navy cutbacks amounting to $173,939,000 in the first four months with prospective release of 14,042 workers. Other cutbacks took place in commodities such as aluminum and magnesium.

New York State had the most cutbacks, 56, but Texas has the largest number of workers scheduled for release, 15,034. The Texas releases are being concentrated in a major cutback that is taking place in the North American aviation plant in Dallas. Michigan had the largest dollar volume of cutbacks, a total of $66,376,000 in the first four months.

The following tables, released by the PEC Staff, show the dollar volume of cutbacks, the number of workers released, also the breakdown of this information by states and by various types of munitions.

CWI-3552

SIZE DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

JUNE 15 - AUGUST 31, 1944

Size of Cutback ($000)	Total		Employees Released			Employees Not Released		Employee Release Unknown	
	Number of Cases	Value 1/ 4/ ($000)	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
Total	407	421,493 1/	98	101,871	48,232	273	289,892	36	29,730
No Cutback 2/	14		4		2,370	10			
Under 50	5	121				4	78	1	43
50 - 99	10	752	2	155	63	8	597		
100 - 249	53	10,672	11	2,438	2,805	36	7,077	6	1,157
250 - 499	114	40,489	19	6,782	1,837	80	28,274	15	5,433
500 - 749	55	33,784	14	8,500	3,193	38	23,356	3	1,928
750 - 999	33	28,205	8	6,903	2,872	23	19,640	2	1,662
1,000 and Over	110	307,470	30	77,093	31,095	71	210,870	9	19,507
Unclassified 3/	13	2/	10	2/	3,997	3			

1/ Amounts approximated in some cases.
2/ Cutback accrued after current and next three months.
3/ Given in units, value not reported.

X-33740

PRODUCT DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

JUNE 15 - AUGUST 31, 1944

Product	Total		Employees Released			Employees Not Released		Employee Release Unknown	
	Number of Cases	Value 1/ ($000) 4/	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
Total	407	421,493 1/	98	101,871	48,232	273	289,392	36	29,730
Aircraft - Total	74	134,231	13	31,301	21,869	57	100,662	4	2,268
Airframes	32	76,850	9	27,174	21,559	21	48,928	2	748
Engines	18	27,033	1	2,733	50	15	22,780	2	1,520
Propellers	10	18,736	1	245	120	9	18,491		
Other	14	11,612 1/	2	1,149	140	12	10,463 1/		
Ships - Total	43	74,836	9	5,419	6,580	22	58,409	12	11,008
Vessels	12	21,656	6	2,484	5,111	6	19,172		
Propulsion Equipment	31	53,180	3	2,935	1,469	16	39,237	12	11,008
Guns & Fire Control Equip. - Total	42	47,912	15	20,214	9,958	17	17,867	10	9,831
Small Arms	10	9,274	8	6,912	4,090	2	2,362		
Artillery	15	13,288	5	9,280	2,568	6	2,928	4	1,080
Fire Control Equipment	17	25,350	2	4,022	3,300	9	12,577	6	8,751
Ammunition & Explosives -Total	51	26,956	8	4,347	1,193	40	20,936	3	1,673
Artillery	12	8,111				12	8,111		
Aerial Bombs	21	9,918	4	1,673	759	17	8,245		
Other	18	8,927	4	2,674	434	11	4,850	3	1,673
Communication Equipment	45	36,811	15	9,987	1,830	30	26,824		
Motor Vehicles, except Combat	3	8,503				3	8,503		

X-33740

PRODUCT DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

June 15 - August 31, 1944

Product	Total		Employees Released			Employees Not Released		Employee Release Unknown	
	Number of Cases	Value 1/ ($000) 4/	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
Machinery	25	12,491	5	2,632	757	17	8,952	3	907
All Other	124	79,753 1/	33	27,971	6,045	87	47,739 1/	4	4,043

* Source: PEC Form C.

1/ Amounts approximated in some cases. Includes only the value for the month in which the cutback was reported and the succeeding three months.

X-33740

STATE DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE
BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

JUNE 15 - AUGUST 31, 1944

State	Total		Employees Released			Employees Not Released		Employee Release Unknown	
	Number of Cases	Value 1/ ($000) 4/	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
United States Total	407	421,493 1/	98	101,871 1/	48,232	273	289,892 1/	36	29,730
Alabama	3	1,814	1	140	15	2	1,674	-	-
Arizona	-	-	-	-	-	-	-	-	-
Arkansas	2	-	2	-	275	-	-	-	-
California	15	16,855	7	7,219	1,682	7	9,307	1	329
Colorado	1	124	-	-	-	1	124	-	-
Connecticut	19	15,323	5	5,045	1,965	13	9,604	1	674
Delaware	1	1,317	1	1,317	1,100	-	-	-	-
Florida	2	356	1	246	226	1	110	-	-
Georgia	4	4,163	1	1,008	60	3	3,155	-	-
Idaho	-	-	-	-	-	-	-	-	-
Illinois	32	21,010 1/	8	4,185 1/	1,738	23	16,509	1	316
Indiana	11	6,118	-	-	-	11	6,118	-	-
Iowa	2	2,308	1	1,400	150	1	908	-	-
Kansas	2	917	-	-	-	2	917	-	-
Kentucky	3	656	-	-	-	3	656	-	-
Louisiana	5	3,863	3	2,956	1,940	2	907	-	-
Maine	1	223	-	-	-	1	223	-	-
Maryland	5	3,262	2	1,818	225	3	1,444	-	-
Massachusetts	19	24,393	5	7,016	3,543	13	15,832	1	1,545
Michigan	46	66,376	14	11,661	4,201	27	52,173	5	2,542
Minnesota	1	770	-	-	-	1	770	-	-
Mississippi	1	868	1	868	125	-	-	-	-
Missouri	10	12,245	-	-	-	8	11,497	2	748
Montana	-	-	-	-	-	-	-	-	-
Nebraska	1	69	-	-	-	1	69	-	-
Nevada	1	1,732	-	-	-	-	-	1	1,732
New Hampshire	2	12,173	-	-	-	2	12,173	-	-
New Jersey	35	29,709 1/	7	5,303 1/	3,485	24	22,227	4	2,179

X-33740

STATE DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE
BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

JUNE 15 - AUGUST 31, 1944

State	Total		Employees Released			Employees Not Released		Employee Released Unknown	
	Number of Cases	Value 1/ ($000) 4/	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
New Mexico	--	--	-	--	--	-	--	-	--
New York	56	59,141	11	12,525	5,801	35	34,143	10	12,473
North Carolina	1	2,182	1	2,182	2,452	-	--	-	-
North Dakota	-	-	-	-	-	-	-	-	-
Ohio	49	39,286 1/	7	2,936	1,050	38	31,652 1/	4	4,698
Oklahoma	1	93	-	--	-	1	93	-	-
Oregon	3	-	1	-	75	2	-	-	-
Pennsylvania	27	27,656	3	3,667	315	21	23,236	3	753
Rhode Island	-	-	-	-	-	-	-	-	-
South Carolina	-	-	-	-	-	-	-	-	-
South Dakota	-	-	-	-	-	-	-	-	-
Tennessee	4	5,362	3	5,051	1,117	1	311	-	-
Texas	11	24,745	3	18,439	15,034	8	6,306	-	-
Utah	-	-	-	-	-	-	-	-	-
Vermont	-	-	-	-	-	-	-	-	-
Virginia	1	596	1	596	120	-	-	-	-
Washington	3	1,687	1	-	90	1	1,216	1	471
West Virginia	3	2,047	1	1,035	50	2	1,012	-	-
Wisconsin	11	14,461 1/	4	3,844 1/	936	5	9,347	2	1,270
Wyoming	-	-	-	-	-	-	-	-	-
Not Distributed	13	17,593	3	1,414	462	10	16,179	-	-

1/ Amounts approximated in some cases. Includes only the value for the month in which the cutback was reported and the succeeding three months.

X-33740

WMC LABOR AREA DISTRIBUTION OF THE NUMBER AND VALUE OF TERMINATIONS AND REDUCTIONS IN DELIVERY SCHEDULE BY ESTIMATED NUMBER OF EMPLOYEES RELEASED

June 15 - AUGUST 31, 1944

WMC Labor Area	Total		Employees Released			Employees Not Released		Employee Release Unknown	
	Number of Cases	Value ($000) 1/ 4/	Number of Cases	Value ($000) 4/	No. of Employees	Number of Cases	Value ($000) 4/	Number of Cases	Value ($000) 4/
Total	407	421,493 1/	98	101,871 1/	48,232	273	289,892 1/	36	29,730
I. Critical	154	159,389 1/	33	25,040 1/	8,156	108	121,541	13	12,808
II. Serious	127	139,236 1/	28	27,071 1/	12,603	86	105,069 1/	13	7,096
III. Adequate	51	55,911 1/	16	30,227 1/	22,092	35	25,684	-	-
IV. Plentiful	42	36,500	9	11,532	2,872	25	15,691	8	9,277
V. Unclassified	21	11,275	6	4,055	1,297	13	6,671	2	549
Area Unknown	12	19,182	6	3,946	1,212	6	15,236	-	-

1/ Amounts approximated in some cases. Includes only the value for the month in which the cutback was reported and the succeeding three months.

4/ Includes only the value for the month in which the cutback was reported and for the succeeding three months.

X-33740

# # #

ADVANCE RELEASE ADVANCE RELEASE

Murray-74413 NB-2740

OFFICE OF WAR INFORMATION

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ADVANCE RELEASE: For Monday Morning Papers, August 28, 1944

A report on production and manpower in major categories of military equipment in which shortages have been classified as critical was issued today by the Office of War Information. Over-all production was close to the goals which have been set, OWI said, citing information from the War Production Board and the War Manpower Commission, but it was pointed out that production often has been scheduled to fit goals that seemed within reach, rather than to satisfy actual needs. Thus some industries in which production is "up to schedule" are still critically in need of more workers for greater output.

Thirteen types of equipment and service urgently needed by the military were listed, and WPB said their labor forces must be maintained at, or above, present levels, in order to reach production requirements.

"The manpower needed to keep these 'must' plants on schedule," Paul V. McNutt, chairman of WMC, said, "will be obtained, even though this adversely affects other activities hitherto considered essential."

The problem is the more serious since almost all of the labor force already is at work. This means that there is very little "give" in the manpower set-up, although in a very few isolated areas cutbacks or cancellations of contracts in some lines have released workers potentially available for other production. Where surpluses exist, they mostly consist of women, who can handle many, but not all, of the jobs in the critical areas of production, and these surpluses are to be found in few of the districts where the urgent programs are situated.

The 13 key production categories covered by the report are: Tires, tire cord, heavy trucks, tanks, heavy guns, heavy gun ammunition, signal equipment, shipbuilding, ship repairs, lumber, basic lumber products, cotton duck and food processing.

Aircraft production, which accounts for a large share of the entire munitions program, is not now facing an apparent critical manpower shortage, reports indicate.

(over)

Following is a summary of the production situation and manpower requirements in the major shortage industries:

TIRES AND CORD

War rolls on rubber. The swift break-through in France demonstrated the mounting need for rubber tires for heavy duty trucks, prime movers and planes.

The tire picture, as WMC explains it, is this: The cord twisting plants (both rayon and cotton) have overcome some of their manpower problems. Production of synthetic rubber is running ahead of schedule. But production of the tires themselves, especially the heavy-duty tires, is not keeping up the pace, mostly due to manpower shortage.

High tenacity rayon tire-cord output will have to be stepped up in the last quarter of the year by at least 85 per cent over the June rate. This can be done only by expansion of facilities, and WPB reports that expansion is proceeding according to schedule. Needs can be met if additional manpower is forthcoming when the expanded plants are ready, WPB believes.

For these rayon cord plants, about 4,400 workers will be required, WPB says. Aside from the expansion, few difficulties are being reported to WMC by the 10 plants producing high-tenacity rayon cord. Between March 1, 1943, and July 1, 1944, total employment rose from 24,587 to 26,473. June showed the largest net gain yet reported, 691. With separation rates at 4.5 percent, an additional 1,200 per month will be needed as replacements, if the required goal of 30,261 is to be reached.

The picture in the cotton tire cord industry is a bit more complex. There was a definite lag between production of cotton cord and ability of the tire-building industry to use it up. So much so that WPB estimated in July that supplies of cord and fabric were "comfortable -- 75 day's supply in the stockpile.' In fact, cord production is running so far ahead of consumption in the tire-building industry that some facilities are being released to meet the stepped-up war demands for cotton duck. Yet, says WMC, the over-all cotton tire cord manpower outlook isn't too good.

Major manpower problems are absenteeism and a high separation rate (8.4 per cent in June). Recruitment is good (nine per cent), but not good enough to meet mounting demands.

If tire manufacture is brought up to schedule, there will be an immediate critical need for about 3,300 workers in the cotton cord industry. This need may ease off later with expansion and improvement of "in-plant" measures, such as intensified training, morale promotion and wider use of women in jobs they can handle.

June showed a gain of 230 employes in the 29 cord twisting and weaving plants reporting, bringing the total number of employees to 33,965 and recovering some, but not all, of the ground lost since July, 1943. Net decline since then has been 4.3 per cent, WMC figures show.

To overcome the high separation rate of 8.4 per cent, it is anticipated that the plants will have to hire at the rate of 3,850 workers a month, if they are to acquire the 1,000 a month extra personnel needed to meet expanding production during the next quarter.

Separation rates vary widely among the 29 reporting plants (from 2.5 to 28 per cent) and are most frequent among the newer workers and women employes. About three-fourths of the employes have long service records.

(more)

In the field of synthetic rubber, itself, there is little trouble. Production during the second quarter totaled 209,000 tons, and it was possible to increase the synthetic rubber stockpile by 64 per cent as of the end of the second quarter. All of the increase was in synthetics, in fact the crude rubber stockpile declined.

The production rate of synthetic rubber is expected to continue to expand, adding moderately to the stockpile, WPB reports indicated.

From the manpower standpoint, too, there is no major difficulty in the synthetic rubber industry. Workers returning to farms during the summer, lack of housing and transportation difficulties accounted for most of the separation. The 30 major plants showed a net gain of 400 employes, or two per cent during June. WMC figures showed total employment was 21,950.

Real crux of the rubber problem is in the tire manufacturing plants, themselves. Reports to WPB and WMC show that three factors are responsible for the failure to meet the second quarter goal. They are:

(1) Enormous increase in war demands for heavy tires, which taxed existing facilities.

(2) Shortage of certain types of rayon cord is holding up some desirable conversions.

(3) Manpower shortage is hitting hard because most plants are located in critical labor areas (Detroit, Jackson, Mich., Springfield, Mass., Akron and Los Angeles).

Second quarter heavy duty tire requirements were 4,400,000, which production did not meet. New facilities, now being completed, may step up the rate in the fourth quarter, but WPB considers it unlikely that its 1944 goal of 18,000,000 tires now can be met.

From the manpower standpoint, it is estimated that 11,100 additional workers will be needed by the first of the year, 4,800 of them exclusively in the heavy-duty field. At present, WMC figures show, there is an upward trend. The 30 major plants on July 1 reported a total of 129,400 workers, a gain of 1,500 for the month of June.

The principal difficulty in getting necessary help in the heavy duty field, WMC reports, is the limited supply of strong able-bodied men not in uniform, for which the tire industry must compete with forges and foundries and other critical war programs.

TRUCKS AND TANKS.

The present military situation calls for a sharp step-up in production of heavy trucks and tanks for the remainder of the year, to carry out the pattern of attack that has proved so successful in France.

Here is where the shortage of workers in the forges and foundries hits hardest WPB production figures show. The products of foundries and forges go into about 9 percent of the strategically urgent war programs.

Lack of help in those foundries and forges hit the heavy truck (2½ to 40 ton capacity) program hard, WPB production reports show. At the end of June the truck program for the year was only one-third complete, as against a 48 per cent general average for all munitions.

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This production lag, WPB and WMC agree, was due almost entirely to lack of component parts, such as axles and frames that are the product of the foundries and forges. Total truck production fell off seven per cent from May to June, but began to pick up in July. While official figures are not available yet, it was not considered likely that the August goal, double that of June, could be met.

Twenty-three of the 29 plants making heavy trucks reported total employment of 166,000 on July 1, a decline of 4,000 since May, which WPB partially attributes to lack of sufficient work because of the lag in arrival of the components needed to keep the schedule. Only one plant reported that shortage of workers was seriously impeding production.

The tank program is running closer to schedule, WPB reports, but the armed forces have sharply stepped up their demands for the rest of the year and for 1945. Adoption of newer, battle-tested models means that goals can be met only through wide facility expansion.

The major manpower troubles are not anticipated in the tank assembly plants despite the fact most of them are in critical labor areas in the Great Lakes region, WMC says. But shortage of help in the foundry and forge industry and required expansion of engine plants from 26,900 to 31,100 workers by the end of the year still produce some headaches, WMC said.

Preliminary reports to the Foundry and Forge Committee of the War Production Board indicate a considerable lag in foundry and forge production during July, officials said. Although there had been a very slight increase in production of malleable and automotive type grey iron foundries in June--1.7 per cent over May--this gain was more than lost during July, it is indicated.

In addition to general manpower shortages, a number of plants took advantage of the split July 4 work week to close down temporarily for repairs, and the holiday week was marked by a gain in absenteeism, it was reported. Seriousness of the situation is reflected in the fact that critical war program call for an 18 per cent production increase during the third quarter of this year.

Although 96 foundries of that type showed a slight overall employment gain--40,770 to 41,025 between May and June--45 of the 96 reported continued employment declines in the face of need for expanded production.

By January 1, if production schedules are to be met, WMC estimates that 6,600 new workers will be needed. Three factors operate against easy recruitment, WMC says. About 50 per cent of the forges and foundries are in the Great Lakes area and another 20 per cent in Pennsylvania--both areas of severe labor shortage. Also, the work is largely of a heavy nature, and wages often do not compare favorably with those paid in war plants of other types.

The War Manpower Commission is currently attempting to interest more women in working in foundries and forges, pointing out that there are numerous lighter jobs in this field which women are now filling successfully, and in which many more could be utilized.

Some time ago the draft was a serious factor in depleting the foundry and forge working force, but in recent months military separation has ceased to be a factor. The total separation rate is now running at 7.2 per cent.

HEAVY GUNS AND AMMUNITION

Among the programs most sharply accelerated by battle experience are those calling for more heavy artillery, shells to fit them, and aerial bombs, of both the fragmentation and general purpose types.

Production schedules for these items have been stepped up so sharply since May that a new manpower problem was created. As a result of the sharp upcurve of requirements for the rest of the year, all explosive and shell-loading plants will have to be brought to full capacity employment if the need is to be met, officials warn.

Artillery production during July was up two per cent over June, but an increase of nearly 30 per cent over the July figure is necessary before the end of the year to meet requirements. WPB estimates that goal can be approximated without too much of an added drain on manpower.

The artillery ammunition picture isn't quite the same, WPB and WMC agree. Expansion of present facilities will be needed. Many of the plants were cut back some time ago from previous peaks. Some were reduced to a virtual stand-by status. The result, WMC points out, was that workers dispersed or found war jobs in other adjacent plants.

Transportation and housing problems are a factor, too, WMC points out, since, by the very nature of their products, most of the plants were built in rural areas.

Employment has been rising since the low point of last spring. July 1 employment in 27 selected plants totaled 62,100, an increase of nearly four per cent over June 1, WMC figures show. But it is still well below the required peak, however.

The upswing started in May, according to WMC, from a level of 54,200, as against a 1943 peak of 83,000. But to meet requirements, WMC estimates that about 16,000 additional workers will be needed before the end of the year and, under present plans, the curve will have to continue upward to a new peak of 87,000 in mid-1945.

To help meet this need, Army and WMC have selected six pilot plants to explore the possibilities of employing "off-shore" nationals. It is estimated that about 6,000 workers from Costa Rica and the Barbados would be available for recruitment. There are already in this country 24,000 West Indians brought by the War Food Administration to work in the fields during the summer. Many of these, WMC believes, would be willing to take jobs in the ammunition plants after the harvest.

A similar situation, WMC says, exists in the bomb, bag and shell loading plants, of which 11 are beginning to experience manpower difficulties because of an approximate 35 per cent increase in military requirements over the June production rate. An overall immediate shortage of about 6,000 workers was found in a check of certain major key producing plants, the War Department reports.

Twenty-eight plants checked by the Manpower Commission showed a total employment of 126,900, or a gain of 4,500 in July; but WMC is working on the basis that a peak employment in these plants will run close to 175,000 by mid-1945, and that at least 40,000 more workers will be needed before the end of the year.

The expanding need for heavy artillery ammunition reflected itself, too, in a need for greater production of shell steel. WPB schedules have increased from 130,000 tons a month in March to 208,000 tons in July, and military requirements point to a peak demand of about 439,000 tons in February, 1945.

(over)

Employment in 36 plants with shell steel capacity - but which also produce other steel products--has been relatively stable since May 1, WMC reported. Total on July 1 was 71,900. But by the first of the year, the plants report they will need nearly 20,000 more workers, largely as a result of the shell steel program expansion. WMC feels that a portion of the increased production can be handled by converting some plants with billet capacity.

Twenty of the plants report that labor shortage is already hampering production, 95 per cent of the shortage being a lack of unskilled labor, WMC reports show. Among the favorable factors are an increasing use of women (11.1 per cent on July 1) and a low separation rate of 3.6 per cent in June.

SIGNAL EQUIPMENT

In signal equipment there has been a production lag, too. But WPB says that design changes, rather than a lack of manpower, were responsible for most of it. Production rose five per cent in June, but was still four per cent behind schedule in July, largely because of a 60 to 90 day lag between the new design on the drawing board and final assembly of the parts, WPB explained.

Serious manpower shortages do exist, however, in the production of certain component parts for signal equipment, such as dry cell batteries, transformers, etc. and in the manufacture of such items as certain types of field and assault wire, it was reported.

About 22,000 new workers will be needed in key electronic plants between now and the end of the year, WMC estimates, and an additional 12,000 a month will have to be found to replace "quits" if the current rate of separations continues.

About half the present workers are women, WMC estimates, and that percentage can be stepped up to two-thirds if they can be recruited. Chief difficulty in adding to the labor force in this field, WMC points out, is that most of the plants center in labor shortage areas--around Chicago, near Philadelphia and Newark and in the Buffalo, Syracuse and Schenectady areas.

Production of mica, an important component in many types of signal equipment, is still one the "urgency" list, WPB reports, despite the fact that there is about a 15 months supply of the higher grades of strategic mica. This is because stocks of certain urgently needed sizes are either scarce or virtually non-existent, WPB explains.

Only about 10 per cent of the higher grade mica is mined domestically, and on July 1 mines reported they were about 200 workers short, mostly in the North Carolina mines, WMC figures show. In an attempt to meet that need, WMC has arranged to bring in workers from Newfoundland.

SHIPBUILDING AND REPAIRS

Shipbuilding, both Navy and Maritime, and ship repair still constitute one of the nation's major manpower problems, in the opinion of WMC, despite the fact that for the first half of the year military requirements for both cruisers and aircraft carriers--major items on the Navy's program--were more than met.

Every one of the aircraft carriers scheduled during the first half of 1944 was completed, WPB said, while even more cruisers were delivered than had been scheduled. In both June and July total construction of both Naval and Maritime vessels fell somewhat behind schedule, but not seriously so, according to WPB. June figures were four per cent below and the July count five per cent less than required. WMC figures show that construction of all the "must" types of merchant vessels, with the exception of tankers, was slightly below par.

On July 1, WMC reports, 938,000 workers were employed in the 54 yards handling "must" construction, a decline of 11,000 since June 1, despite the fact that 24 of those yards reported small employment gains. Present estimates indicate that employment will have to be increased by 110,000 workers by the end of the year. Nearly 35,000 of them will be needed in four West Coast naval shore establishments handling urgent naval repairs; about 13,000 in other naval yards; about 52,000 in yards working on "must" merchantmen and about 9,000 others in yards working partially on Maritime "musts", according to WMC.

Generally speaking, however, the trend is toward sharply increased labor efficiency, WMC says, and in several instances employment dropped because of planned reduction in force by weeding out the inefficient and the absentees.

A goodly portion of the decline, WMC says, has been through inability to replace workers leaving voluntarily, because most of the major yards are coastal ports where general labor shortages are already acute. Similarly, most of the additional 110,000 workers sought by the end of the year will be needed by yards in eight areas, now classified as critical. The WMC breakdown of needs follows: San Francisco, 34,000; Philadelphia, 13,000; Portland, Maine, 13,000; Los Angeles, 11,000; Seattle, 9,000; Newark, 6,000; Baltimore, 5,000; and Mobile, 5,000.

WMC lists eight reasons for the excessive turnover in the shipyards, which had a separation rate of eight per cent in June and could replace only 69,000 of the 80,000 workers that quit. They are:

1. Weeding out of the inefficient and the absentees; 2. Selective Service withdrawals; 3. Resignations from "cutback jitters" and desire to return home to secure a permanent post-war job; 4. Layoffs because of fluctuations in the work load; 5. Job dissatisfaction; 6. Resignations because of poor health or domestic responsibility; 7. Poor community conditions, and 8. Seasonal separations of workers returning to farms or construction jobs.

LUMBER AND BASIC TIMBER PRODUCTS

Both lumber production and pulpwood receipts at mills went up in June, the WPB records show, but not fast enough to meet mounting military needs.

Lumber production was 4.4 per cent greater than in May and two per cent above that of the same month last year. But WPB estimates total production this year will run only about 3,500,000,000 board feet, 500,000,000 less than last yea and nearly 2,000,000,000 under expected consumption. Dwindling stocks and imports will have to take care of the difference.

Pulpwood receipts for the first six months were 27 per cent greater than in the same period last year, but supplies are still below total needs. WPB estimates total receipts of 16,250,000 cords by the end of the year, as compared wit 14,800,000 cords in 1943, but because of increasing military demands on the pulpwood industry, WPB expects no loosening of restrictions on paper.

Between May and July employment went up 1.2 per cent, WMC figures show, the first upward movement since September 1, 1943. But reports to that agency still show serious shortages, with an estimated additional 57,000 workers needed by September 1.

Not numerically, but in proportion to the total working force, the shortage is most acute in the Northeast states, where nearly 9,000 additional workers are needed in logging camps and lumber mills, almost 70 per cent of current employment, WMC says. Numerically, the South, with an immediate demand for 22,000 workers, headed the list.

WMC assisted in importing nearly 2,000 workers from British Honduras and the Barbados to work in southern woods; while in the Northeast states 3,850 Canadian woodsmen were at work. Prisoners of war contributed 170,750 man days in some types of woods activities in June. (They are specifically prohibited from working in production of wood pulp for explosives.)

COTTON DUCK

Military plans call for greatly expanded production of Army-type cotton duck during the third quarter of 1944--137,000,000 yards; but WPB officials are convinced that because of the general situation in the cotton textile industry, actual production will fall far short of that figure, probably being less than 50,000,000 yards.

Several reasons are given for the sudden military demand. Among them are the fact that tents are needed to house civilians in the rehabilitated areas; more tents are needed by the Army in France than had been anticipated, because of the swift military successes, and tentage is now being ordered for later military campaigns in the Pacific.

Earlier, WPB said, there were heavy cutbacks in tentage late in 1943 and much of these facilities were converted to production of cotton tire cord. At present some of the cord-twisting plants are being switched back to increased production of tentage.

This increased demand for production comes at a time when, WMC explains, total employment in the 43 major mills reporting July 1 had declined 10 per cent under the preceding year down to a total of 41,341 workers. Separation rate, too, has been high, WMC figures show--9.5 per cent of the total work force.

WMC estimates that about 4,300 new workers will be needed by the end of the year to put the industry back to the production level of 1943. It warned, however, that if the present separation rate continues 4,600 workers must be hired every month to achieve that total, and WMC strongly doubts, in view of the employment record in textile mills, whether that goal can be attained, or even if current production levels can be maintained.

FOOD PROCESSING

There have been no losses of perishable foods to date by food processors because of manpower shortages, except in certain areas of Washington, around Seattle, Mount Vernon and Pasco, according to WMC.

However, what the picture will be before the end of the canning and processing season it is still too early to tell. Reports from areas where shortages are anticipated or where more than 500 workers are employed at peak show that employment in the food processing field rose from 142,000 in late June to 183,000 in the week ending July 21, WMC says. It is estimated that about 324,000 full time workers will be needed through September.

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The following table lists states in which labor shortages are anticipated through September, and the anticipated shortage in each state:

Anticipated Worker Shortages

Region I		**Region VI**	
Maine	- 1,700	Illinois	- 4,400
Massachusetts	- 500	Indiana	- 10,100
		Wisconsin	- 2,200
Region III		**Region XI**	
Delaware	- 1,100	Colorado	- 200
New Jersey	- 2,300	Idaho	- 1,200
		Utah	- 400
Region IV		**Region XII**	
Maryland	- 2,700		
Virginia	- 2,000	California	- 8,100
		Oregon	- 4,100
Region V		Washington	- 700
Michigan	- 1,700		
Ohio	- 1,800		

These data include all major food processing states with the exception of New York. Estimated labor requirements for New York State canners and packers were 15,000 in June, 19,000 in July, 19,000 in August, and 25,000 in September. No information is available on the manpower shortage situation in New York, however.

AIRCRAFT

Current indications do not point to a shortage of manpower in the aircraft field. However, in view of its importance, and the fact that the aircraft industry accounts for about one third of the total U. S. munitions program, the following survey of the current situation is included in this manpower and production survey:

Although aircraft production, by airframe weight, is steadily declining, and probably will continue to do so because of unexpectedly light battle losses, it still, on a dollar value basis, accounts for the largest single share of war production, WPB reports.

For the first half of 1944, aircraft -- airframes, engines, propellors and spare parts -- accounted for nearly 30 per cent of total munitions production, $9,924,000,000 of a total expenditure of $32,576,000,000, WPB figures show.

Yet while there was an airframe weight decline in June, of five per cent below schedule, and a drop of eight per cent again in July, figures for the first half of the year show total production, by weight, to be higher than the schedul planned at the beginning of the year, WPB says. In figures, it was 582,600,000 produced pounds as against 578,500,000 planned.

Despite declines in total production the last two months, the high priority planes are rolling out fairly close to current schedules. Within a few months it is anticipated that production of the long range bombers and long distance transports will remain the only expanding programs in the aircraft field.

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Employment in the aircraft industry began to decline even before production cutbacks were started, WMC reports, largely because increased individual productivity and newly developed techniques made up for loss of aircraft workers leaving the industry for various reasons.

Now, says WMC, the rate of decline is beginning to accelerate and will probably continue to do so, with persons leaving the industry ranging up to 50,000 a month toward the end of the year. The three major branches of the industry, airframes, propellors and engines, at last reports showed a total employment drop of 127,440, or nearly 10 per cent below the December, 1943, peak, WMC reports. Total employment stood at 1,199,000.

Nearly all of this decline, or 124,000, occurred in the airframe industry, most of it in 40 plants representing 90 per cent of airframe employment, WMC says, adding that most of the reduction in staff was achieved simply by not filling separations. Eight plants, making big bombers and other still badly needed types, showed significant employment increases, WMC says.

END OF ADVANCE RELEASE: FOR MONDAY MORNING Papers, August 28, 1944.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington 25

For release
Friday, August 18, 1944

How to guarantee women workers sound levels of employment and labor standards in tomorrow's industrial skyline is the most pressing problem now facing the United States Department of Labor Women's Bureau, Frieda S. Miller announced yesterday on being sworn in as the new director of the Bureau. She was welcomed by Secretary of Labor Frances Perkins.

Succeeding Mary Anderson, who retired June 30 as head of the Women's Bureau, Miss Miller is eminently qualified for her new job, having served for a number of years in the New York State Department of Labor, first as director of the Women in Industry and Minimum Wage Division, and later as the Industrial Commissioner. Miss Miller resigned in 1943 and went to London as special assistant to Ambassador Winant, with opportunity to study British labor conditions. She returned to this country last April to attend the Philadelphia Conference of the International Labor Organization.

Reporting yesterday that similar war and postwar problems for women exist in Britain and the United States, she added: "Reconversion to civilian production is a rapidly growing challenge in view of cutbacks in certain war materials, but it is a manageable thing if we are both forehanded and farsighted as to planning. And to succeed it must include careful readjustment of women workers, who at present form a third of our employed persons against a fourth in 1940.

She outlined a three-fold function of the Women's Bureau in the reconversion program: (1) Setting up right conditions in so-called women's industries; (2) developing new job opportunities for trained and competent women who have proved their ability during the war; (3) keeping open to women the doors of training for skilled work.

"We must start immediately to build these structures into our already shifting industrial system, and thereby guard the interests not only of women but of the country as a whole. The importance to the Nation of the millions of women who are a permanent part of its labor force cannot be overlooked.

"Though the present total of over 18 million women workers will drop with the coming of peace, the number will be higher than before the war.

"Failure to aim at definite objectives for women would mean thousands stranded without work and other thousands forced into low-paying jobs while the cost of living remained high. Such an acute crisis developing with a downward spiral in purchasing power and also in business and industrial activity, but accompanied by rising relief rolls, might almost be compared in effect to a robot bomb that cuts in all directions and undermines community welfare and morale."

The need to improve conditions in substandard types of employment, such as certain service trades and consumer goods industries, was stressed by Miss Miller.

"Long recognized as women's work and employing large numbers of them under poor conditions before the war these industries have scaled down during the emergency, with little if any improvement in labor standards. They must soon start to expand again to meet the accumulated needs of people everywhere, and could take up much of the slack of woman labor as it is demobilized from war jobs.

"But the substandard conditions create a great barrier to women's free return to these old occupations. Workers who have had better plant environment and higher pay are loath to go back to $16 a week, extreme irregularity, and poor conditions.

"To attract women these vital enterprises that furnish society with things it needs and wants must be put on a higher level. Laundry and dry-cleaning facilities, for example, must once again be able to give the public better service but at the same time give their employees a better deal by giving themselves the benefit of more effective organization and management. It is not that the work is objectionable of itself. Many women would undoubtedly be willing to return to it if offered fair wages and satisfactory conditions."

Another concern of the Women's Bureau discussed by Miss Miller is future opportunities for women to hold technical and professional advances made during the war--in engineering or other scientific fields, in supervisory or personnel work in industry. Admitting that women who aspire to such occupations have a harder struggle than if they go into a more familiar field, she believes those with predilection and ability should be allowed to take the essential training and find their rightful niches.

"Let us be fair and firm about holding to the right course for women workers whatever their field of labor," she urged. "This is not a selfish but a humanitarian plea from the woman angle. Just as they made their adjustments to aid the country at war so in peace women want to held promote the common welfare and a better world. They want the most satisfactory provisions made for returning veterans, but feel that their own interests, too, merit due consideration--that they should not be discriminated against because they are women, or married women--that they should decide for themselves and in the general interest whether to stay on as wage earners.

"The country admits that women have made magnificent contributions during the war--and many sacrifices, too. Though the going has often been tough, women generally have stuck to their posts. So now as we plan the right systems of reconversion, retraining, reemployment, and unemployment insurance let us tie woman labor into the whole set-up. Let us dovetail the skills and experiences of men and women workers so as to produce all the varied and numerous goods and services needed for a well-balanced economy and well-rounded living for all our people."

The New York Times, 8/8/44

20% OF WAR PRODUCTION IS CREDITED TO WOMEN

Women are responsible for 20 per cent of the war production in the United States, the Army Service Forces headquarters for the Second Service Command at Governors Island disclosed yesterday. This figure was given in conjunction with the national release of a fifteen-minute motion picture, "The Hidden Army," which the Army is releasing on a nation-wide scale to war-plant workers.

The film deals with the role of women in every phase of war production. Army films, an Army spokesman said, are being shown to 8,500,000 workers in one month.

ADVANCE RELEASE ------ ADVANCE RELEASE

Simmons - 72804 OWI-3465

OFFICE OF WAR INFORMATION

ADVANCE RELEASE:
For Monday Morning Papers,
August 7, 1944.

The experience of the Production Executive Committee Staff of the War Pro-Board during its first six weeks of reviewing the placing of production cutbacks indicates that such cutbacks are not now a significant problem, the Office of War Information reported today.

The PEC Staff, composed of representatives of the War and Navy Departments, the War Manpower Commission, the United States Maritime Commission, the Smaller War Plants Corporation, and various branches of the War Production Board, is given authority under a directive by James F. Byrnes, Director of War Mobilization, to review the placing of all cuts in production involving $1,000,000 or more over a four-month period after the procurement agency has determined the necessity of reducing or ending a program. The agenices are obligated only to inform the PEC Staff of cases involving smaller cuts.

Between June 15, when the PEC Staff started functioning, and August 1, a total of 216 cutbacks was reviewed. Of these, no employes were to be released in 130 cases and in an additional 35 cases the number of workers to be laid off, if any, was unknown. During the six weeks, the information supplied to the PEC Staff was that the cutbacks would result in the lay-off of a total of 14,925 workers out of a total munitions labor force of slightly less than 10,000,000, and half of this number was concentrated in four cases. Some of these workers will not be released until the beginning of 1945.

During the same period, WMC reported that increased requirements for ammunition, heavy trucks, tanks, shells, heavy duty tires, and certain secret projects, among others, created a need for an additional 200,000 new workers. In many caaes, the procurement agencies were able to place contracts for these items in plants where cutbacks were occurring. In others, the PEC Staff did not recommend new contracts because of the tightness of the labor area and the local need for any workers released.

In most instances, OWI reported, workers and equipment displaced are being quickly absorbed by other work in the plants where the cutbacks occurred. In 52 cases--about 23 per cent of the total--the workers affected by the cutback were either shifted to other contracts held by the plant or transferred to work on new contracts placed as a result of action initiated by the military sub-committee of the PEC Staff. In 15 other cases the cutback relieved the company of the necessity of recruiting new workers, while in an additional 58 instances the managements reported that no workers were being released without explaining how they were to be absorbed.

In two cases the managements reported that no workers were being released, that the workers were being transferred to civilian production. Several plants, reported that normal turnover would make it unnecessary to lay off any workers.

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In most cases in which workers were released, the number was small. Nearly one-half of the plants where cutbacks caused layoffs reported less than 100 would be affected. Most of these were in tight labor areas where the finding of other war work represented no problem. In more than 30 per cent of the cases in-which labor was released, less than 10 per cent of the total working force was involved, while in the majority of cases the number of workers affected was less than one-third.

In virtually every case in which workers were laid off, the United States Employment Service of the War Manpower Commission reported considerable local demand for their services by other war plants. In many cases, OWI reported, the workers released provided acutely-needed manpower for labor-short war plants engaged in high priority production.

In the six-week period ended August 1, there were four cases in which more than 1,000 workers were affected. In the case involving the largest number of workers--the cutback of bombsight production at a Navy-operated plant at Elmira, N. Y., where 3,600 were employed--the PEC Staff lists all Elmira workers among the 14,925 reported to be laid off although actually other important war contracts, placed in the plant after only several hundred had been released, will provide jobs not only for the 3,600 who had been engaged on bombsight work but for an additional 500 workers as well.

The Elmira case was the only large cutback approved outside a tight labor area. Other cases in which more than 1,000 workers were affected were the cutbacks in aircraft machine gun production at the Colt Patent Fire Arms Co. at Hartford, Conn., where approximately 1,500 employes were expected to be released, and at the Kelsey-Hayes Arsenal at Plymouth, Mich., where 1,200 were scheduled to be laid off, and the termination of gun mount production at the Worthington Pump & Machinery Co. at Holyoke, Mass., affecting 1,500, although many were absorbed by other work in the same plant.

"The manpower situation today is as tight as it has ever been, if not tighter," Arthur H. Bunker, director of the PEC Staff, informed OWI. "The number of cutbacks coming to the staff will increase in the future. At the present time, however, there is a need for a much greater number of workers and plant facilities than is available. Compared with the great number of war contracts in effect and the current rate of production under those contracts, these current cutbacks have almost no effect on war production.

"As a matter of national policy, we think it is highly important for both workers and management to understand that cutbacks in the military production must be made without delay when such production is no longer needed. Every effort will be made, however, to give as much advance notice as possible and to find other uses for facilities displaced and other jobs for workers laid off."

The fundamental idea underlying the operations of the PEC Staff is to bring every important production adjustment under the close scrutiny of every branch of government that may be affected, and thus safeguard the public interests that these branches are intended to serve, Mr. Bunker said. As a result of the PEC Staff's three-times-a-week discussions, the placing of cuts have been changed in a number of cases and in one instance the proposed cut was not made.

The amount of notice given the management and the workers has varied from cutbacks approved after the actual termination (these were mostly cases started before the PEC Staff was establish and reaching the PEC Staff at its first meetings) to cutbacks that will not occur until late in 1945. In only one-fourth of the 44 cases involving cutbacks of $1,000,000 or more per month was the actual termination date in the same month as the notice of management and workers. There was a one-month space in 20 cases, a two-month gap in five cases, a three-month space in four cases, and in three cases notice of more than three months was given. The time gap in one case was not reported.

Advance notice has not always been possible for a variety of reasons.

The fact that management and employes are notified well in advance of the termination of a contract does not necessarily mean that no workers will be immediately released, OWI pointed out. The PEC Staff has learned this in its first six weeks of operations.

At Elmira, for example, the announcement was made almost three months in advance of the termination date and the first layoffs occurred within 10 days. At the Worthington plant, a similar situation developed, precipitating a brief, unauthorized "stay-in" strike even though the United States Employment Service reported other local jobs available.

The reason for the quick layoffs despite what would appear to be adequate notice, OWI said, is that when three months' notice is given to a plant where the production operation takes six weeks, workers in the first operation actually receive only six weeks' notice. If there is a month's supply of stock on hand from the first operation, the workers on the initial operation will finish their part of the job in two weeks.

Cutbacks, in dollar value, the number of companies affected and the number of workers released, were greater in areas classified as Group II areas (those of serious labor shortage) by the War Manpower Commission.

The following tables show the distribution of the cuts in production by labor areas and by States:

(over)

State Distribution of Amount of Cutback and Expected Release of Workers

State	Amount of Cutback			Labor Released		
	Number of Plants	Value	Percent	Number of Plants	Employees Number	Employees Percent
Total	215	$215,827,000	100.0	51	14,925	100.0
Alabama	2	1,728,000	.8	1	15	.1
California	4	3,097,000	1.4	2	457	3.1
Colorado	1	124,000	0.1	0	0	.0
Connecticut	14	11,523,000	5.3	4	1,900	12.7
Florida	2	356,000	0.2	1	226	1.5
Georgia	3	3,893,000	1.8	1	60	.4
Illinois	11	4,565,000	2.1	2	338	2.3
Indiana	5	3,033,000	1.4	0	0	.0
Kansas	1	298,000	0.1	0	0	.0
Kentucky	2	656,000	0.3	0	0	.0
Louisiana	2	2,955,000	1.4	2	140	.9
Maine	1	223,000	0.1	0	0	.0
Maryland	2	967,000	0.4	1	25	.2
Massachusetts	17	22,946,000	10.6	3	1,811	12.1
Michigan	22	18,207,000	8.4	9	2,603	17.4
Mississippi	1	868,000	0.4	1	125	.8
Missouri	5	4,905,000	2.3	0	0	.0
Nebraska	1	69,000	*	0	0	.0
Nevada	1	433,000	0.2	0	0	.0
New Hampshire	2	12,173,000	5.6	0	0	.0
New Jersey	23	22,102,000	10.2	6	900	6.0
New York	29	37,031,000	17.3	6	4,240	28.5
Ohio	31	23,850,000	11.1	5	925	6.2
Oklahoma	1	93,000	*	0	0	.0
Pennsylvania	13	20,930,000	9.7	2	65	.4
Tennessee	2	896,000	0.4	1	70	.5
Texas	6	2,254,000	1.0	1	400	2.7
Washington	2	775,000	0.4	0	0	.0
West Virginia	1	1,035,000	0.5	1	50	.3
Wisconsin 1/	5	7,694,000	3.6	2	575	3.9
Connecticut & New York 2/	1	2,560,000	1.2	0	0	.0
Indiana & New Hampshire 2/	1	589,000	0.3	0	0	.0
Massachusetts, New York & Pennsylvania 2/	1	3,000,000	1.4	0	0	.0

* Under 0.05 percent.

1/ Includes case with no cutback until 1945.

2/ Company has plants in more than one state and distribution of cutback among them has not been reported.

Distribution of Cutbacks by WMC Labor Area

WMC Area	Amount of Cutback			Expected Release of Workers		
	Number of Companies	Amount	Percent	Number of Companies	Workers Number	Workers Percent
Total	215	$215,827,000	100	51	14,925	100
I. Critical	59	45,930,000	21	13	4,078	27
II. Serious	91	115,052,000	54	22	7,276	49
III. Adequate	31	18,214,000	8	8	1,460	10
IV. Plentiful	20	21,861,000	10	4	605	4
V. Unclassified	10	5,722,000	3	3	636	4
Combinations*	4	9,048,000	4	1	870	6

* 1 company cutback $588,940 has one plant in Area I, and one in Area II.
1 company cutback $2,560,000 has one plant in Area I, and one in Area III.
1 company cutback $3,000,000 has two plants in Area II, and two in Area III.
1 company cutback $2,898,720 has one plant in Area II, and one in Area V.

END OF ADVANCE RELEASE: For MONDAY MORNING Papers, August 7, 1944.

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Whitelock

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[From the MONTHLY LABOR REVIEW (August 1944) of the Bureau of Labor Statistics, United States Department of Labor]

Sources of Wartime Labor Supply in the United States

Summary

SINCE the beginning of the National Defense Program in mid-1940, the number of persons employed in civilian jobs or in the armed forces has increased by more than 16 million. About 7 million of the wartime gain in civilian employment and military strength was accomplished through the employment of persons who were unemployed in 1940 and the remaining 9 million was made possible by increases in the size of the total labor force. On the basis of pre-war trends the labor force would have been expected to increase by only about 2½ million between 1940 and 1944. The gain of 6½ million above this expected or "normal" increase represents persons who, in ordinary times, would be students, housewives, retired workers, or others not working or seeking work in paid employment.

Youths of school and college age have been the largest single source of additional wartime labor supply, accounting for more than 3 million or approximately half of the extra workers in the labor force. Although many of these are working only part time while continuing to attend school, civilian attendance at schools and colleges is about 2,000,000 below the level expected on the basis of pre-war trends, and there is a serious educational deficit among persons now in their teens and early twenties.

A second major pool of wartime labor has been supplied by women over the age of 35 who have increased their labor-market participation by about 1½ million in excess of peacetime expectations. The extra workers in this group were recruited mainly from among married women who have no children or whose children are past the age where they require full-time care on the part of the mother. The number of workers among women between the ages of 20 and 35, on the other hand, has exceeded peacetime expectations by a relatively small margin. Not only has recruitment of young women been limited by their responsibility for the care of young children, but also many young women have dropped out of the labor market as the result of the dependency features of Selective Service regulations and wartime increases in marriage and birth rates. If it were not for an abnormally high proportion of workers among young women whose husbands are in the armed forces, the number of women between 20 and 35 in the wartime labor force would probably be somewhat below the level expected on the basis of pre-war trends.

Adult men have contributed approximately 1½ million extra workers to the wartime labor supply and these are about equally divided between men from the "fringes" of the labor market and men who, in normal times, would be retired. Those from the "fringes" of the market are men who ordinarily seek work only occasionally or intermittently and men of doubtful employability who had given up the search for a job after failing to measure up to the relatively rigid requirements of the pre-war labor market. The older men in the wartime labor market also include a considerable number who have continued working beyond the age when they ordinarily would have

[1] Prepared in the Bureau's Occupational Outlook Division by Leonard Eskin.

retired. Although pre-war trends toward earlier retirement would normally have led to a decline in the rate of labor-market participation among older men between 1940 and 1944, there was actually a considerable increase during this period.

Trends in the Labor Force Since 1940

In the spring of 1940, just prior to the beginning of the National Defense Program, there were close to 54 million persons in the American labor force, including 45½ million employed in civilian jobs, ½ million in the armed forces, and almost 8 million unemployed.[2] Outside the labor force, there were in the noninstitutional population 14 years of age and over approximately 46½ million persons (9½ million men and 37 million women), including 30 million homemakers, 9½ million students, 5 million persons unable to work, and 2 million in other nonworking categories. The changes in the labor force from the predefense period to the current period of full-scale war activity may be summarized conveniently by analysis of the four 12-month intervals beginning with April 1940 when the Decennial Census was taken [3] and the current Monthly Report on the Labor Force was initiated.[4]

APRIL 1940–APRIL 1941

The first period, from April 1940 to April 1941, was marked by the beginning and initial expansion of the National Defense Program and the passage of the Selective Service Act. Aggregate civilian employment and military strength rose by 2¾ million (table 1) as unemployment was reduced by 2 million and the labor force increased by three-fourths of a million. Although this increase in the size of the total labor force was approximately in line with normal expectations, there were significant deviations from the "normal" trend among both men and women (chart 1).

The number of men in the labor force increased by almost a million or about 600,000 in excess of normal expectations. Most of the abnormal increase occurred among young men under 25, indicating a tendency to leave school earlier as jobs became more plentiful. In addition, the gain of a million in the net strength of the armed forces during this period no doubt involved the recruitment of some young men who, otherwise, would have remained in school.

Among women there was actually a decline of 200,000 in labor-force participation between April 1940 and April 1941, whereas an increase of more than 300,000 would have been expected normally. A major reason for the withdrawal of women from the labor market during this period was the rise in marriage and birth rates accompanying improved economic conditions. In addition, gains in family income probably accounted for some withdrawals from the labor market among women who had sought or obtained jobs in order to increase the family income during the depression.

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[2] Unemployment in April 1940 was estimated at 7.8 million persons of whom approximately 2.9 million were on public emergency work (WPA, etc.) and 4.9 million were seeking work.

[3] The labor-force data in the Decennial Census actually referred to the last week in March 1940. Subsequent to that date, however, the Census Bureau's Monthly Report on the Labor Force referred to the week containing the 8th of each month rather than to the last week in the month. For purposes of comparability, therefore, the analysis will be based on the figures for April of 1940 and April of each subsequent year.

[4] The Monthly Report on the Labor Force, which is taken on a sample basis each month, was initiated by the Work Projects Administration and taken over in 1942 by the Bureau of the Census. Recent revisions in both the Decennial Census data and the Monthly Report data have made the two comparable as far as possible. (See Census Bureau releases P–44, No. 6, and MRLF No. 22.)

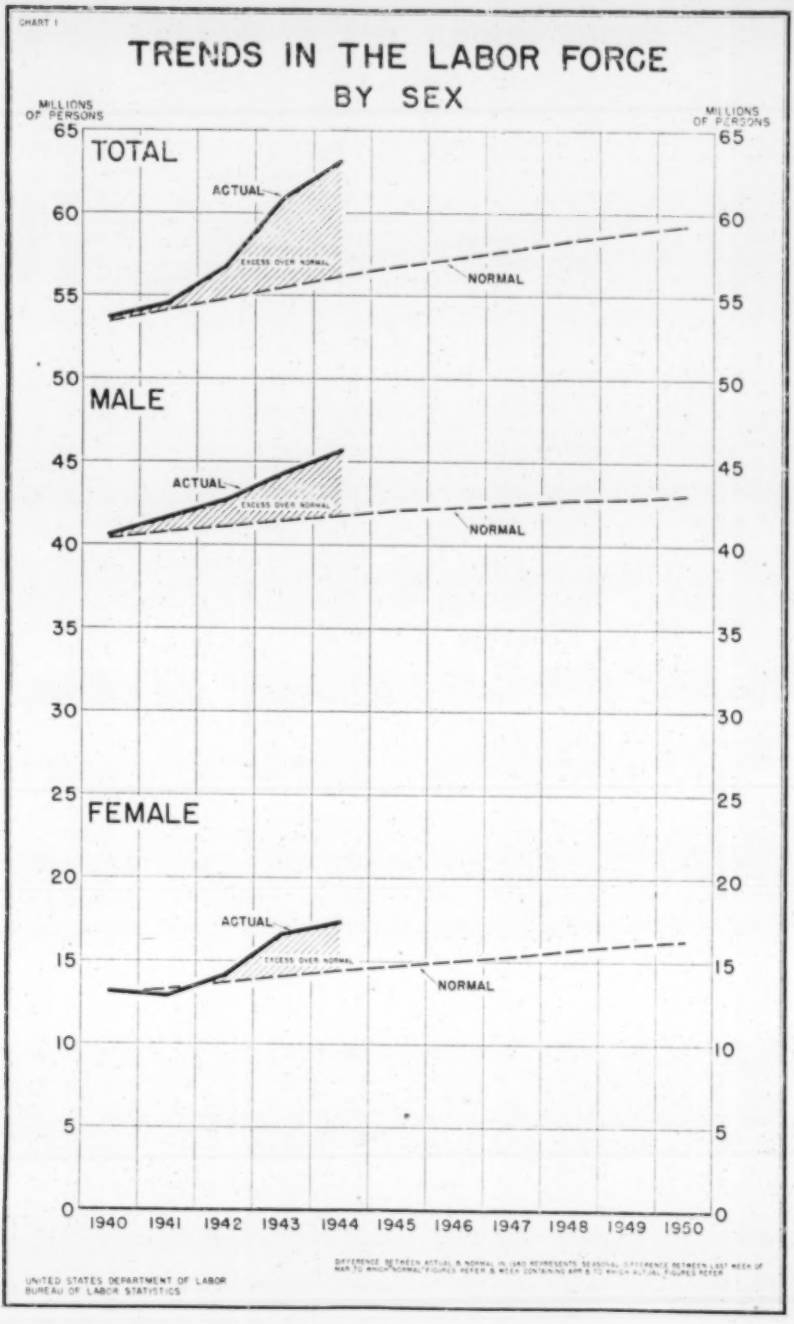
CHART 1
TRENDS IN THE LABOR FORCE
BY SEX
MILLIONS OF PERSONS
MILLIONS OF PERSONS
TOTAL
ACTUAL
EXCESS OVER NORMAL
NORMAL
MALE
ACTUAL
EXCESS OVER NORMAL
NORMAL
FEMALE
ACTUAL
EXCESS OVER NORMAL
NORMAL
65
60
55
50
45
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30
25
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1940
1941
1942
1943
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1946
1947
1948
1949
1950
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Another factor contributing to the decline in the female labor force during the first year of the Defense Program was the introduction and passage of the Selective Service Act. The extent to which the act directly caused women to leave their jobs in order to be considered dependent on their husbands is, of course, a matter of conjecture. Insofar as the act operated to increase marriage and birth rates, however, it no doubt exerted an indirect influence in causing some women to leave the labor force. There is a striking relationship between the timing of the introduction and passage of the Selective Service Act and the timing of movements in marriage and birth rates. Marriages (seasonally adjusted annual rate) rose from 9.6 per 1,000 of population in May 1940 to 14.1 in June when the Selective Service bill was introduced in Congress. The rate dropped to 12.0 in July, but surged to a peak of 14.7 in September when the measure became law. Birth rates followed the same pattern, with a lag of 10 months, the peaks coming in April and July of 1941.[5]

TABLE 1.—*Sources of Increase in Civilian Employment and Armed Forces, April 1940–April 1944* [1]

Period and sex	Increase in civilian employment and armed forces (in thousands)			Sources of increase (in thousands)	
	Total	Civilian employment	Armed forces	Decrease in unemployment	Increase in the labor force
Total, 4-year period	16,170	[2] 5,580	10,590	7,030	[2] 9,140
April 1940–April 1941	2,750	1,770	980	1,990	760
April 1941–April 1942	5,390	3,830	1,560	3,070	2,320
April 1942–April 1943	5,910	480	5,430	1,790	4,120
April 1943–April 1944	2,120	[2] −500	2,620	180	[2] 1,940
Males, 4-year period	10,390	[2] −10	10,400	5,530	[2] 4,860
April 1940–April 1941	2,650	1,670	980	1,660	990
April 1941–April 1942	3,450	1,900	1,550	2,420	1,030
April 1942–April 1943	3,000	−2,350	5,350	1,370	1,630
April 1943–April 1944	1,290	[2] −1,230	2,520	80	[2] 1,210
Females, 4-year period	5,780	5,590	190	1,500	4,280
April 1940–April 1941	100	100	----------	330	−230
April 1941–April 1942	1,940	1,930	10	650	1,290
April 1942–April 1943	2,910	2,830	80	420	2,490
April 1943–April 1944	830	730	100	100	730

[1] Sources: (1) Civilian employment—Bureau of the Census, Monthly Report on the Labor Force; (2) Armed forces—Bureau of Labor Statistics and War Manpower Commission.

[2] Net change computed on the basis of April 1944 totals adjusted to exclude an estimated 200,000 persons on temporary jobs who were included in the Census enumeration for April 1944 because the Census week coincided with Easter week. Adjustments were made on the basis of interpolations between March and May and experience in previous years.

APRIL 1941–APRIL 1942

The period from April 1941 to April 1942 saw the rapid expansion of the National Defense Program and the transition to an actual war program after the Japanese attack on Pearl Harbor in December 1941. A sharp employment increase in defense and war activities—munitions manufacturing, transportation, the Federal Government—was accompanied by gains in the consumer goods and service industries, in which employment was stimulated to record peaks by the rising volume of consumer purchasing power. Total civilian employment

[5] American Journal of Sociology, November 1942: The Impact of the War on Population and Vital Phenomena, by Philip M. Hauser. Marriage rates quoted are based on 16 States for which monthly data are available.

rose by almost 4 million—the largest 12-month increase ever recorded in the United States—and at the same time some 1½ million men were added to the armed forces. Reductions in unemployment accounted for 3.1 million of the total gain of 5.4 million in civilian employment and military strength, while increases in the labor force contributed 2.3 million.

During 1941 the female labor force recouped the losses sustained in 1940 and the male labor force continued to increase at a rate somewhat in excess of "normal." At the time of the attack on Pearl Harbor the number of women in the labor force was approximately in line with normal expectations and the number of men was about a million over "normal." By April 1942 the female labor force exceeded the normal level by almost half a million and the number of extra workers in the male labor force had grown to 1½ million.

Among the women there were approximately 700,000 extra workers, divided equally between girls under 20 years of age and women over 35. This was partially offset, however, by a deficit in the 20–34 group which was still 200,000 below "normal," as a result of the withdrawals during 1940 and a continued upward movement in marriage and birth rates.

Approximately 600,000 of the 1.5 million extra males in the April 1942 labor force were under 20 years of age, 200,000 were between 20 and 25, and the remaining 700,000 were spread fairly evenly throughout the age range over 25.

APRIL 1942–APRIL 1943

The mobilization of manpower for the war effort proceeded at top speed during the interval from April 1942 to April 1943 and a large part of the total mobilization to date was concentrated within that period. Approximately 5½ million persons were added to the armed forces alone. Although the net increase in total civilian employment was only half a million, there was an extensive "reshuffling" of workers within the civilian economy. The munitions industries and Government war agencies experienced their most rapid expansion during this period—an expansion which was supplied largely through shifting of workers from employment in other fields, particularly construction, agriculture, trade, and service.

The unemployed had supplied 5 million of the 8 million increase in aggregate civilian employment and military strength during the 2 years ending April 1942. Thereafter, new recruits to the labor force became the main source of labor supply, accounting for more than 4 million out of the 6 million increase that occurred between April 1942 and April 1943. The remainder of the gain in civilian employment and military strength was supplied through a reduction of 1.8 million in unemployment, which fell to a near-minimum level of less than 1 million persons and most of these were in the process of changing jobs.

Even more unusual than the unprecedented mobilization of 5½ million men for the armed forces during the interval between April 1942 and April 1943 was the addition of 2½ million women to the labor force. The magnitude of an increase of this size in the course of a single year can perhaps be better understood when it is considered that it is approximately equal to the gain in the female labor force during the entire decade from 1930 to 1940.

The greatest contribution to the record-breaking increase in the female labor force was made by women over the age of 35. Labor-force participation in this group increased by 1.3 million, or about 1.1 million in excess of normal expectations. Teen-age girls accounted for more than half of the remaining gain in excess of "normal," but there was also a substantial increase in the 20–34 age group which rose to a level above "normal" for the first time since 1940. Altogether, the increase in female workers during this period exceeded normal expectations by about 2.1 million, bringing the total number of extra women workers in the labor market to 2.6 million in April 1943.

The male labor force also experienced its greatest gains during this period. An increase of 1.6 million—about 1.2 million over "normal"—brought the total number of extra male workers to 2.7 million. Three-fourths of the abnormal increment took place in the youngest and oldest age groups, the number of teen-age boys in the labor market increasing by 500,000 in excess of normal expectations and the number of men over 55 by 400,000.

APRIL 1943–APRIL 1944

By the autumn of 1943 the broad objectives for mobilization of manpower in civilian industries had virtually been attained. After reaching a peak in November, munitions employment started on the downgrade and, by April 1944, was slightly under the April 1943 level. This decline was made possible not only by decreases in requirements for certain munitions items, but also by increases in efficiency and labor utilization resulting from greater experience with production methods and labor-market controls. Total production of munitions was maintained at approximately peak levels even after employment turned downward.

As total manpower objectives were approached, the principal problem shifted from one of general nation-wide mobilization to one of meeting labor shortages in local centers of war production and in certain industries where wages or working conditions are unfavorable or where able-bodied men are required. Up to the end of 1942 the number of men in civilian jobs had been maintained well above the 1940 level, for the number of unemployed men and new male workers taking jobs had been more than enough to offset withdrawals to the armed forces. With the reserves of unemployed men just about depleted, however, the needs of the military ate into the ranks of male civilian workers throughout 1943 and the first part of 1944. In April 1944 the number of men in civilian jobs was approximately the same as in April 1940. Thus, the net increase of 5½ million in civilian employment since 1940 had been accounted for entirely by women. In addition, some 200,000 women had been added to the armed forces (table 1).

The only substantial demands for additional manpower between April 1943 and April 1944 came from the armed forces which expanded by 2.6 million. This expansion was made possible by an increase of 1.9 million in the labor force and decreases of 500,000 in civilian employment and 200,000 in unemployment. The major part of the gain in the labor force took place among men, who increased by 1.2 million or about 900,000 above normal expectations. Men under 45

years of age accounted for all of the abnormal increase, 600,000 of the gain being concentrated among boys under 20, particularly the 18- and 19-year-olds who had become liable for military service at the end of 1942. Teen-age boys entered the armed forces in large numbers between April 1943 and April 1944 as limitations were placed on draft deferments, first for nonfathers under the age of 26 and later for all persons under the age of 22. High-school enrollment of boys aged 18 and over which had declined by less than 50,000 between the school years of 1939–40 and 1942–43 dropped by 200,000 between 1942–43 and 1943–44.[6] Similarly, the number of civilian men enrolled in college declined by only 140,000 between the autumns of 1939 and 1942, and then fell by more than 400,000 in the following year.[7]

The increase in the female labor force between April 1943 and April 1944 exceeded normal expectations by 400,000 and virtually all of this abnormal gain was accounted for by women between 20 and 25 years of age. This reflected the drafting of married men on a large scale as the pool of physically fit men without dependents and with no occupational deferments was exhausted. By April 1944 there were about 3 million women in the United States with husbands absent in the armed forces.[8] Many young married women who would normally have quit work or remained outside the labor force found it necessary to continue working or to take jobs when their husbands entered military service.

Characteristics of Extra Workers in the Labor Force, April 1944 [9]

Altogether, the increase in the labor force during the 4 years ending in April 1944 exceeded normal expectations by 6.7 million. For purposes of convenience in describing their characteristics, the extra workers may be divided into the following groups:

		Number [1] *(in millions)*
All groups	Normally students, housewives, retired or others not working or seeking work in paid employment	6. 7
Boys and girls, 14–19	Mostly from school and college	2. 8
Young men, 20–24	Mostly from college	. 5
Young women, 20–24	Mostly service wives	. 4
Women, 35–64	Mostly married women with no young children	1. 5
Men, 25–54	Mostly from the "fringes" of the labor market	. 7
Men, 55 and over	Mostly persons who have postponed retirement	. 8

[1] These data are not comparable to similar data appearing in the August 1943 and February 1944 issues of the Monthly Labor Review. See prefatory note to table 2.

More detailed information classified by age and sex is given in chart 2 and tables 2 and 6.

[6] U. S. Office of Education Circular No. 227: Some Effects of the War on Public Schools, 1942-43 and 1943-44, by Emory M. Foster. Washington, 1944.

[7] U. S. Office of Education Circular No. 228: Effects of the War upon Colleges, 1943-44, by Henry G. Badger and Benjamin W. Frazier. Washington, 1944.

[8] A Census Bureau sample survey taken in February 1944 found 2,760,000 women in the United States with husbands absent in the armed forces. See Census release P–S, No. 1.

[9] This section will be confined to a description of the characteristics of the extra workers in the labor force. For a brief discussion of the extent to which these workers represent temporary or permanent additions to the labor force, see Factors Determining Post-War Job Transfers and Unemployment, in Monthly Labor Review, February 1944 (p. 272).

CHART 2

ESTIMATED EXCESS OF APRIL 1944 LABOR FORCE OVER "NORMAL"
CLASSIFIED BY AGE AND SEX

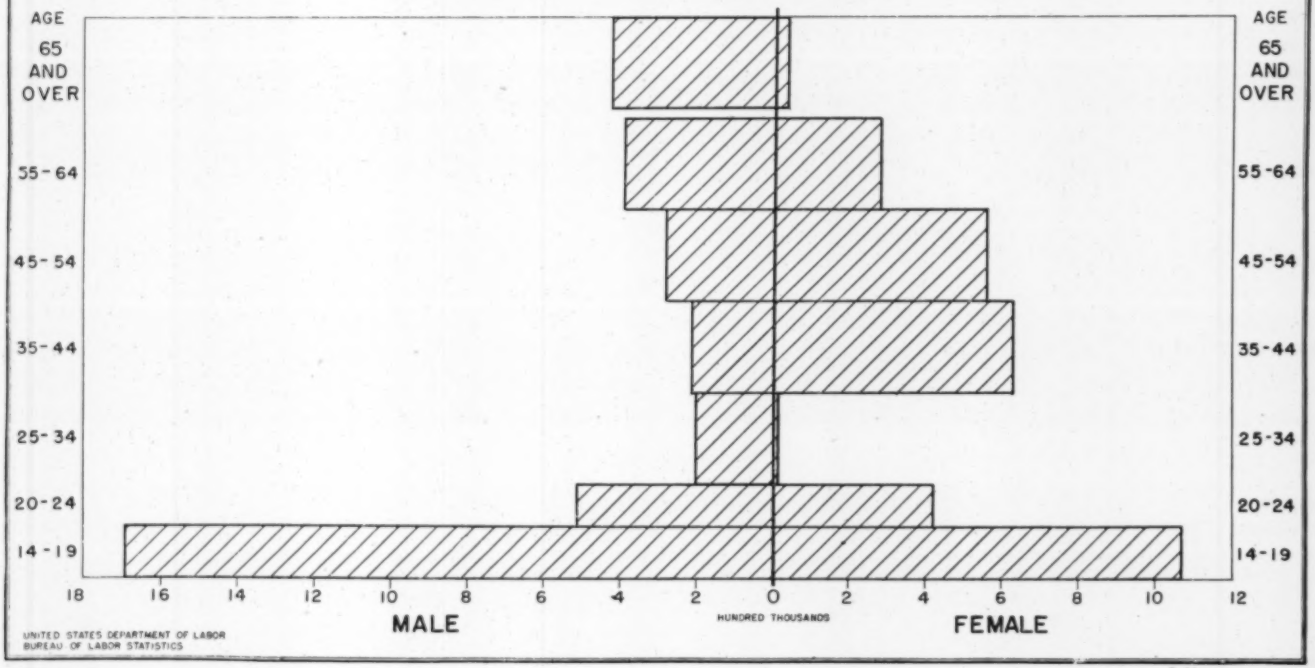

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TABLE 2.—*Estimated Excess of April 1944 Labor Force over "Normal," Classified by Age and Sex* [1]

[Data in this table are not comparable to similar data appearing in the August 1943 and February 1944 issues of the Monthly Labor Review because basic labor-force estimates have since been revised. See Monthly Labor Review, May 1944, pages 1118 and 1119]

Age group	Estimated excess (in thousands)		
	Both sexes	Males	Females
Total, 14 years and over [2]	6,700	3,700	3,000
14–19 years [2]	2,760	1,690	1,070
14–17 years	1,730	1,090	640
18–19 years	1,030	600	430
20–24 years	930	510	420
25–34 years	210	200	10
35–44 years	840	210	630
45–54 years	840	280	560
55–64 years	670	390	280
65 years and over	450	420	30

[1] Based on comparisons between (1) estimates of actual labor force compiled from data on civilian labor force from the Bureau of the Census Monthly Report on the Labor Force plus unofficial estimates of armed forces; and (2) estimates of "normal" labor force adapted from Census Bureau release P–44, No. 12. Actual labor-force estimates were adjusted to exclude an estimated 200,000 teen-age persons on temporary jobs who were included in the Census enumeration for April 1944 because the Census week coincided with Easter week. Adjustments were made on the basis of interpolations between March and May and experience in previous years.

[2] The excess in the teen-age group is somewhat overstated because the "normal" labor-force estimates refer to the last week in March, whereas the actual estimates refer to the first week in April. There is a slight seasonal rise between these two weeks.

SCHOOL AND COLLEGE AGE GROUPS

About 3.3 million, or approximately half, of the abnormal wartime increase in the labor force has been supplied from young persons who would normally be devoting full time to their schooling. Many of these youths, however, have not given up their schooling completely. Large numbers, especially among the 1.7 million under 18 years of age, are working part time while continuing to attend school. In Baltimore, Md., for example, one-third of the students in high school and junior high school have part-time jobs. Since Baltimore is an area of acute labor shortage, this proportion is probably higher than that prevailing in the country as a whole. Nevertheless it is an indication that substantial numbers of the boys and girls in the labor force are continuing to attend school. In addition, a great many young men in the armed forces have been able to continue their college or university training on an accelerated basis under special Army and Navy programs [10] and others have been given special college courses in technical subjects as part of their military training. Military enrollments in colleges, universities, and professional schools increased by more than 350,000 between the autumn of 1939 and the autumn of 1943. This was more than offset, however, by a decline of 600,000 (560,000 men and 40,000 women) or 44 percent in civilian enrollments.[11] At the same time public-school enrollment of boys and girls aged 15 years and over dropped by approximately 1,700,000 (900,000 boys and 800,000 girls) or 30 percent between the school years of 1939–40 and 1943–44.[11] About 250,000 of this drop in enrollment was caused by a decline in the teen-age population and the remaining 1,450,000 is the effect of premature withdrawals from school.

[10] These programs (Army Specialized Training Program, Army Air Forces Cadet Training Program, and the Navy V–5, V–7, and V–12 programs) were drastically curtailed, however, during the closing months of 1943 and the first half of 1944.

[11] See sources cited in footnotes 6 and 7.

Although many of the youths who took jobs in industry or entered the armed forces were not cut off completely from formal education, it can be seen that the drop in high-school and college enrollments occasioned by the war has been large enough to cause a serious educational deficit among persons now in their teens or early twenties. Many of those whose schooling was interrupted by the war have already reached the age at which they normally would have left school and many others will reach that age by the time the war is over. For this reason it is important to encourage the return to school of persons whose education has been interrupted, not only through measures for financial aid such as those included in the recently enacted "G. I. Bill of Rights," [12] but also through the adoption by schools and colleges of programs designed to meet the educational needs of an older and more mature group of students.

WOMEN UNDER 35 YEARS OF AGE [13]

The labor-market activity of women between the ages of 20 and 35 has been affected by a variety of offsetting factors. On the one hand, general gains in family income, increases in marriage and birth rates, and dependency features of Selective Service regulations have acted as a check on their participation. On the other hand, the drafting of millions of young married men has caused an abnormally high rate of participation among their wives. Approximately half of the women with husbands away in the armed forces are in the labor force as compared with less than one-fifth of the other married women. Part of this difference is caused by the relatively young age distribution of service wives; but even age for age, the proportion of workers among service wives is between two and three times the proportion among women with husbands present (table 3). This relationship holds true for women with young children as well as for those without young children (table 4).

The easy availability of jobs and the wartime pressure to recruit women workers have also brought a number of single young women into the labor market who normally would not seek employment. Increases from this source, however, have been limited by the fact that, even in normal times, there are relatively few single young women who do not work or seek work when their health and household responsibilities will permit them to do so.

Among women between 20 and 25 years of age the participation of service wives in the labor force and the wartime pressures to enter the labor market, if household responsibilities permit, have overbalanced the effect of increased marriage and birth rates, so that the number of workers in this group exceeds normal expectations by about 400,000. In the 25–34 group, however, the various factors have approximately offset each other, so that in April 1944 there was no significant deviation from the "normal."

If it were not for an abnormally high proportion of workers among the service wives, the number of women aged 20–34 in the wartime labor market would probably be somewhat below the "normal" based on pre-war trends. Since 1940 there has been a marked increase in

[12] Public Law 346, 78th Congress, 2d Session, approved June 22, 1944.

[13] This section is based largely on an unpublished memorandum by Lester M. Pearlman of the Bureau of Labor Statistics.

the proportion of young women who are married, and, in view of the rise in birth rates,[14] this has no doubt been accompanied by a similar increase in the proportion with young children. Table 5 shows comparative figures on marital status of young women in April 1940 and February 1944.

TABLE 3.—*Women in the Civilian Labor Force, by Marital Status and Age, March 1940 and February 1944* [1]

Age group	All women [2]		Single		Married [3]			
						1944 [4]		
	1940	1944 [4]	1940	1944 [4]	1940 total	Total	Husband present	Husband absent in armed forces
	Number (in thousands)							
Total, 14 years and over	13,008	16,630	6,377	6,940	3,919	6,790	5,410	1,380
14–19 years	1,396	2,130	1,307	1,930	61	190	(5)	(5)
20–24 years	2,698	3,130	2,052	2,110	492	900	400	500
25–34 years	3,593	3,860	1,615	1,380	1,428	2,020	1,410	610
35–44 years	2,488	3,600	694	830	1,075	2,010	1,880	130
45 years and over	2,833	3,910	709	690	863	1,670	1,650	(5)
	Labor-force-participation rates (percent) [6]							
Total, 14 years and over	25.8	31.8	45.5	54.9	13.8	21.6	18.9	50.0
14–19 years	18.9	30.6	19.7	31.3	9.3	25.7	(5)	(5)
20–24 years	45.6	52.3	73.1	86.1	17.3	27.1	17.3	49.0
25–34 years	33.3	35.4	78.9	84.1	18.1	23.6	19.0	54.0
35–44 years	27.2	36.5	73.4	80.6	15.3	25.9	25.1	56.5
45 years and over	16.4	21.0	45.7	50.7	8.6	15.1	15.0	(5)

[1] Source: (1) March 1940—16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Personal Characteristics; (2) February 1944—Bureau of the Census, Monthly Report on the Labor Force.

[2] Includes approximately 2.7 million women in 1940 and 2.9 million in 1944 in marital status categories (widowed, divorced, separated, and married with civilian husband absent) not shown separately in table.

[3] In 1940, "married" includes only married women with husbands present in the household. In 1944 this category also includes married women with husbands absent in the armed forces. There are no available data on the number of women whose husbands were absent in the armed forces in 1940, but the number was not great enough to affect the figures significantly.

[4] The 1944 data presented in this table are based on a small cross-section of the population and are subject to a certain amount of sampling error. In general, estimates for categories containing 1,000,000 persons or more are subject to rather small sampling error and may be considered a reliable indication of the number of persons in these categories. On the other hand, the estimates for categories containing fewer than 1,000,000 persons are subject to larger sampling errors and should be interpreted as indicating only general relationships among the characteristics shown. The error that may be expected is proportionately largest for those categories having the smallest numbers.

[5] Number of persons in these categories too small to permit estimate on basis of 1944 sample statistics.

[6] Labor force as a percent of population. Rates for 1940 are based on total population, whereas rates for 1944 are based on the noninstitutional civilian population. Differences resulting from this incomparability, however, are insignificant.

This shift in marital status and the concomitant rise in birth rates would normally have caused a considerable reduction in the number of young women in the labor market, because of the obvious fact that most women do not ordinarily continue to work outside the home after they are married and the great majority of those who do continue to work do so only until they have children. In the age group 25–34, for example, the proportion of workers among single women in 1940 was 78.9 percent as compared with 33.4 percent among

[14] The birth rate in the United States rose from 17.9 per 1,000 of population in 1940 to 21.9 per 1,000 of population in 1943. (See Bureau of the Census: Vital Statistics—Special Reports, Vol. 19, No. 1, December 23, 1943; and Monthly Vital Statistics Bulletin, February 24, 1944.)

TABLE 4.—*Married Women Aged 18–64 in the Civilian Labor Force, by Age and Dependency Status, March 1940 and February 1944* [1]

Age group	All married women, 18–64 [2]				Without children under 10				With children under 10			
	1940 [3] total	1944 [4]			1940 total	1944 [4]			1940 total	1944 [4]		
		Total	Husband present	Husband absent in armed forces		Total	Husband present	Husband absent in armed forces		Total	Husband present	Husband absent in armed forces
	Number (in thousands)											
Total, 18–64 years	3,671	6,700	5,340	1,360	2,838	5,230	4,150	1,080	833	1,470	1,190	280
18–24 years	521	1,070	470	600	403	800	330	470	118	270	140	130
25–34 years	1,375	2,020	1,410	610	926	1,310	840	470	449	710	570	140
35–44 years	1,018	2,010	1,880	130	795	1,610	1,490	120	223	400	390	[5]
45–64 years	757	1,600	1,580	[5]	714	1,510	1,490	[5]	43	[5]	[5]	[5]
	Labor-force-participation rates (percent) [6]											
Total, 18–64 years	13.8	22.7	19.9	50.6	17.7	30.0	26.1	71.1	7.8	12.1	10.9	23.9
18–24 years	15.6	27.2	17.7	46.9	27.3	51.0	38.4	66.2	6.4	11.4	7.8	22.8
25–34 years	17.4	23.6	19.0	54.0	33.4	49.6	41.0	79.7	8.8	12.0	10.6	25.9
35–44 years	14.6	26.1	25.1	56.5	19.7	34.9	33.6	66.7	7.6	12.9	12.8	[5]
45–64 years	9.0	17.1	17.0	[5]	9.2	17.6	17.4	[5]	5.9	[5]	[5]	[5]

[1] Source: (1) March 1940—16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Family Characteristics of Women; (2) February 1944—Bureau of the Census, Monthly Report on the Labor Force.

[2] See table 3, footnote 3.

[3] Figures differ slightly from corresponding figures in table 3, since the data are based on different samples. For a description of the two samples, see 16th Population Census, 1940, Employment and Family Characteristics of Women, pp. 7 and 8.

[4] Data for 1944 are based on a small cross section of the population; see table 3, footnote 4.

[5] Number of persons in these categories too small to permit estimate on basis of 1944 sample statistics.

[6] See table 3, footnote 6.

TABLE 5.—*Marital Status of Women Aged 20–34 Years,*[1] *April 1940 and February 1944*

Marital status	Number of women (in thousands) aged—				Percentage distribution			
	20–24 years		25–34 years		20–24 years		25–34 years	
	1940	1944	1940	1944	1940	1944	1940	1944
Total	5,895	5,980	10,818	10,900	100.0	100.0	100.0	100.0
Single	2,781	2,440	2,050	1,640	47.2	40.8	18.9	15.0
Married, total	3,026	3,470	8,341	8,910	51.3	58.0	77.1	81.7
Husband present	2,850	2,310	7,933	7,430	48.3	38.6	73.3	68.1
Husband absent, in armed forces	[2]	1,020	[2]	1,130	[2]	17.1	[2]	10.4
Husband absent, other reasons	176	140	408	350	3.0	2.3	3.8	3.2
Widowed and divorced	88	70	427	350	1.5	1.2	3.9	3.2

[1] Source: Census Bureau Release PS—No. 1. Figures for 1940 refer to the total population, whereas figures for 1944 refer only to the civilian noninstitutional population. The exclusion of the relatively small number of women in the armed forces and in institutions, however, does not significantly affect the general comparisons shown.

[2] Statistics for the very small number of women with husbands in the armed forces in 1940 are not available.

married women with no young children and only 8.8 percent among married women with young children.[15]

The shift toward more young married women and more women with children has already been halted and reversed. Both the marriage rate and the birth rate have passed their wartime peaks and have entered a period of decline which is expected to continue until the war is over. The number of marriageable persons has been reduced to a low point by the many marriages in anticipation of military service and, in addition, millions of marriageable men and husbands are absent in the armed forces. The decline in marriages and births now under way should tend to keep up the rate of labor-market participation among young women, at least until the end of the war in Europe.

WOMEN OVER 35 YEARS OF AGE

Women between 35 and 65 years of age have been a major source of additional wartime labor, contributing 1.5 million to the total of 6.7 million extra workers in the labor force in April 1944. The rate of labor-market participation for this group exceeded normal expectations by approximately 25 percent (table 6). It is not surprising that the great majority of the extra workers among adult women are over 35 years of age. This group has been little affected by the wartime increase in marriage and birth rates. Moreover, there are large

TABLE 6.—*Estimated Labor-Force-Participation Rates, by Age and Sex, March 1940 and April 1944*

Age and sex	Labor force as percent of population			
	March 1940 [1]	April 1944 [2]		
		Normal	Actual	Percent excess of actual over normal
Total, 14 years and over	52.8	53.1	59.5	+12
Males, 14 years and over	79.7	79.3	86.4	+9
14-19 years	35.6	34.4	57.9	+68
14-17 years	19.2	17.3	40.5	+134
18-19 years	67.6	67.3	91.5	+36
20-24 years	88.5	88.5	97.2	+10
25-34 years	95.8	95.7	97.8	+2
35-44 years	95.4	95.0	97.2	+2
45-54 years	92.7	91.7	95.2	+4
55-64 years	84.6	83.3	89.9	+8
65 years and over	42.2	39.6	48.5	+22
Females, 14 years and over	25.7	27.1	32.8	+21
14-19 years	19.0	17.9	33.2	+86
14-17 years	7.6	5.9	19.8	+236
18-19 years	40.7	40.7	58.6	+44
20-24 years	45.6	46.9	53.8	+15
25-34 years	33.3	36.0	36.1	[3]
35-44 years	27.3	30.6	37.2	+22
45-54 years	22.4	24.0	31.0	+29
55-64 years	16.6	17.3	22.0	+27
65 years and over	6.0	5.6	6.3	+12

[1] Based on data from the 1940 Census adjusted for errors in classification (see Census Release P-44, No. 6) and for 150,000 members of the armed forces not included in the 1940 Census enumeration.

[2] Based on labor-force data described in table 2 (footnote 1) and population estimates from Bureau of the Census.

[3] Excess of less than half of 1 percent.

[15] Bureau of the Census, 16th Population Census, 1940, The Labor Force (Sample Statistics), Employment and Family Characteristics of Women.

numbers of married women over 35 normally outside the labor force and without responsibility for the care of young children. Of some 13.6 million married women aged 35–64 outside the labor force in 1940, 10.2 million or 75 percent did not have any children under 10 years of age. Among married women aged 18–34, on the other hand, there were 9.3 million not in paid work, of whom only 2.9 million or 31 percent were without responsibility for the care of young children.[16]

Very few women remain in the labor force after they have reached the age of 65 and the wartime experience has done little to change this situation. The few women in this age group who have postponed their retirement do not form a significant part of the extra wartime workers.

MEN 25–54 YEARS OF AGE

Wartime increases in labor-market participation of men aged 25–54 have necessarily been relatively small because there are very few able-bodied men of these ages who are not normally in the labor force. Even though about three-fifths of the men in this age group outside of institutions who were not in the labor force in 1940 had entered the labor market by 1944, the excess over "normal" amounted to only 700,000 or about 2 percent. For the most part these 700,000 are from the "fringes" of the labor market—the men who in pre-war days, sought work only occasionally or intermittently and the men on the borderline between employability and unemployability.

The men in this borderline group are the first to be discharged when business slumps and the last to be hired when business picks up again. For all practical purposes they are unemployable during a period of large labor surplus such as that which preceded the war. Many of these men were out of the labor market in 1940 because they had become convinced they were unable to work or because they were no longer willing to expose themselves to the rebuffs of the labor market after years of unsuccessful search for a job.

The 700,000 extra workers among men aged 25–54 probably include a significant number who, formerly, were occasional or intermittent workers. Since the "labor force" is defined to include only persons working or seeking work during a specific week, there is always a certain number of intermittent workers outside the labor force at any one time. It is "common practice for many migratory casual workers to spend part of the year on the road working or seeking work and then to withdraw from the labor market during the period when the chances of finding work are small." [17] The availability of steady jobs and the pressure of wartime demands for labor have probably reduced significantly the number of occasional workers who may be outside the labor force at any one time.

Another factor, which contributed about 100,000 to the excess over "normal" in the 25–54 age group, is the interruption of pre-war trends toward longer schooling and earlier retirement which had caused a slight downward movement in labor-market participation among men of this age.

[16] Figures quoted include only married women with husbands present.
[17] WPA Research Monograph VII: The Migratory Casual Worker, by John N. Webb. Washington, 1937.

MEN 55 YEARS OF AGE AND OVER

The interruption of trends toward earlier retirement was more important, however, among men over 55 years of age—particularly in the group over the age of 65. Although the percentage of these older men in the labor market would ordinarily have been expected to decline between 1940 and 1944, there was actually a considerable increase (table 6), so that the rate of labor-market participation exceeded normal expectations by about 22 percent for men aged 65 and over and about 8 percent for men aged 55–64. Altogether the labor force in April 1944 included about 800,000 extra male workers aged 55 and over. For the most part, these are men who have continued working beyond the age when they normally would have retired. In addition, some have reentered the labor force from retirement and others more nearly resemble the persons from the "fringes" of the labor market found in greater numbers among the extra workers under 55 years of age.

W. S. GOVERNMENT PRINTING OFFICE: 1944

For release Friday
July 28, 1944

U. S. DEPARTMENT OF LABOR

EMPLOYMENT OF WOMEN IN MANUFACTURING INDUSTRIES

About 4.2 million women were employed as factory workers in the United States in May 1944, which compares with the peak of 4.5 million in November 1943, Secretary of Labor Frances Perkins reported today. "The decline in employment of women", she said, "is representative of the general trend of employment. Data for men and for women wage earners each reveal employment decreases of 7 percent during the 6-month period from November through May.

"Two-thirds of the decline in the number of women employed took place in the period from November to February while only one-third of the net decline among men took place during that interval. Since February 1944 the rate of decline in employment for women has been only half that for men. In the 3 months from February to May, the number of women factory workers declined about 110,000 or 2 1/2 percent, while the number of men fell 460,000 or 5 percent.

"As a result of the more rapid decline in men factory workers the number of women per hundred wage earners has increased slightly from February to May. This increase in the proportion of women prevailed in both the durable-goods and non-durable-goods industries.

"The durable-goods industries which showed the greatest increase since February in the number of women employed per 100 wage earners were the furniture and finished lumber products group, in which the furniture industry itself brought about the rise, and the stone, clay and glass products group, in which increases were found throughout the group.

"In the nondurable-goods industries, the main increases in the proportion of women occurred in the leather and leather products group and the food group. The rise in the former reflects primarily an increase in the proportion of women in the boot and shoe industry while the slaughtering and meat packing, and baking industries were the dominant reasons for the upward trend in the latter. Among the nondurable groups, the rubber and printing and publishing groups reported a smaller proportion of women wage earners in May than in February.

"The effects of seasonal factors may be eliminated by comparing the employment of women in April of each year from 1941 to the present. In the durable-goods group of industries the number of women wage earners showed a sizable increase from April 1941 to April 1942, almost tripled in the following year, and, despite the decline since November, increased slightly in the year ending April 1944. Nondurable-goods industries showed increases also, but at a much slower rate, the peak employment of women being reached in August 1943. Subsequent monthly decreases in this group resulted in reducing the number of women wage earners in April 1944 to six percent below that in April 1943."

(LS 45-263)

Table 1 - Estimated Employment of Women Wage Earners in Manufacturing Industries, from Peak to Date, November 1943 through May 1944

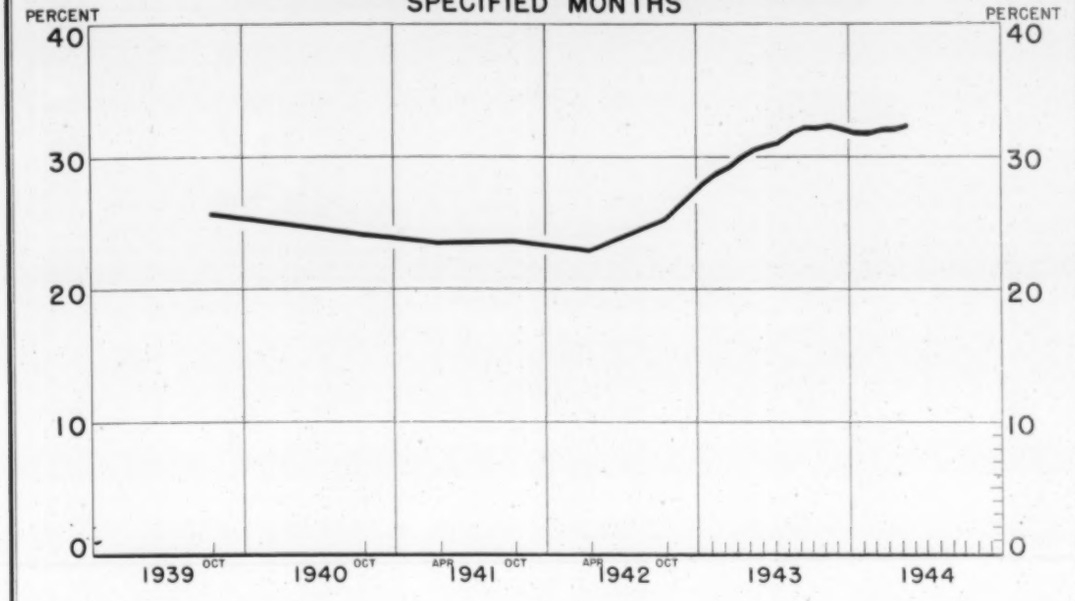
Year and Month	Women Wage Earners		All Wage Earners (thousands)
	Number (thousands)	Percent of Total	
1943 November	4,518.9	32.3	14,007
December	4,444.9	32.0	13,878
1944 January 1/	4,332.3	31.7	13,669
February 1/	4,310.1	31.7	13,594
March	4,274.4	31.9	13,406
April	4,217.5	32.0	13,172
May	4,197.8	32.2	13,023

1/ Data for January and February 1944 have been revised since publication in mimeographed release LS44-3707 dated April 28, 1944

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

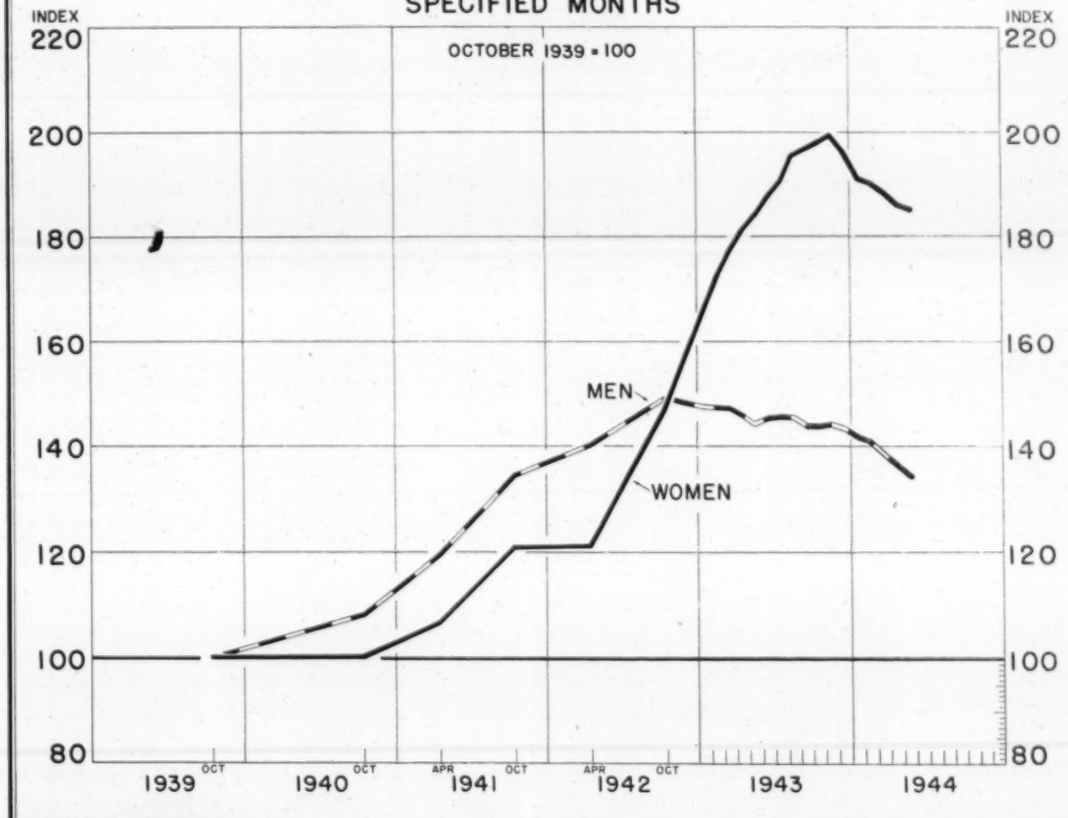
PERCENTAGE OF WOMEN WAGE EARNERS IN MANUFACTURING INDUSTRIES

SPECIFIED MONTHS



WAGE EARNERS IN MANUFACTURING INDUSTRIES BY SEX

SPECIFIED MONTHS



UNITED STATES DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS

BLS CHART SERIES

Table 2 - Estimated Employment of Women Wage Earners in All Manufacturing, Durable Goods and Nondurable Goods Industries, in Specified Months, October 1939 through May 1944

Month	Women Wage Earners					
	Number (in thousands)			Percent of total		
	All Mfg.	Durable	Nondurable	All Mfg.	Durable	Nondurable
1939 October 1/	2,268.1	340.0	1,928.1	25.6	8.6	39.5
1940 October	2,269.9	380.5	1,889.4	24.1	8.4	38.7
1941 April	2,424.5	444.9	1,979.6	23.5	8.5	39.1
October	2,743.5	517.4	2,226.1	23.6	8.6	39.9
1942 April	2,751.2	577.4	2,173.8	22.9	8.9	39.6
October	3,336.4	981.8	2,354.6	25.3	13.2	41.3
1943 January	3,766.3	1,382.6	2,383.7	27.9	17.6	42.4
February	3,914.9	1,493.6	2,421.3	28.7	18.7	43.0
March	4,015.0	1,573.4	2,441.6	29.2	19.4	43.4
April	4,111.9	1,656.1	2,455.8	29.9	20.3	43.9
May	4,172.1	1,727.4	2,444.7	30.5	21.2	44.1
June	4,262.6	1,808.1	2,454.5	30.8	21.9	44.0
July	4,323.3	1,862.4	2,460.9	31.1	22.4	43.8
August	4,429.3	1,911.8	2,517.5	31.7	23.0	44.4
September	4,463.0	1,962.0	2,501.0	32.0	23.6	44.5
October	4,487.4	2,005.3	2,482.1	32.1	23.9	44.5
November	4,518.9	2,049.9	2,469.0	32.3	24.2	44.5
December	4,444.9	2,022.8	2,422.1	32.0	24.1	44.2
1944 January 2/	4,332.3	1,974.9	2,357.4	31.7	23.8	43.9
February 2/	4,310.1	1,951.5	2,358.6	31.7	23.7	44.1
March	4,274.4	1,940.5	2,333.9	31.9	23.9	44.2
April	4,217.5	1,920.2	2,297.3	32.0	24.1	44.2
May	4,197.8	1,917.9	2,279.9	32.2	24.3	44.4

1/ October 1939 derived from data of the 1939 Census of Manufactures, -"Persons Employed in Manufacturing Establishments, by Sex", August 1941.

2/ Data for January and February 1944 have been revised since publication in mimeographed release LS44-3707 dated April 28, 1944.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 3 - Estimated Number of Women per 100 Wage Earners, and Estimated Number of Women, by Major Manufacturing Industry Groups, April 1941, April 1942, April 1943, and February through May 1944

Industry Group	Number of Women per 100 Wage Earners							Estimated Number of Women Wage Earners						
	1941	1942	1943	1944				1941	1942	1943	1944			
	April	April	April	Feb.1/	Mar.	Apr.	May	April	April	April	Feb.1/	Mar.	Apr.	May
										(in thousands)				
Durable Goods:														
Iron and steel	6.8	7.9	17.0	20.7	20.9	20.9	21.4	93.2	124.3	293.9	354.8	353.4	347.8	354.4
Electrical machinery	31.9	33.5	45.1	48.7	48.6	48.9	49.0	131.2	174.2	313.4	366.2	364.5	361.4	358.2
Machinery, except electrical	5.2	5.9	17.7	20.3	20.3	20.4	20.6	43.0	62.0	218.9	251.1	247.5	243.8	243.5
Transportation equipment	.9	2.7	18.5	21.5	21.6	21.8	22.0	4.3	33.1	410.9	485.3	478.0	474.2	470.1
Automobiles	5.4	4.8	18.1	24.0	24.7	24.8	24.9	31.6	20.5	118.2	177.4	179.1	176.1	173.8
Nonferrous metals	16.6	15.3	20.3	22.4	22.6	22.9	23.1	55.4	56.6	83.4	92.5	91.3	90.0	89.6
Lumber and timber	1.6	2.1	10.4	10.4	10.8	11.2	11.1	8.0	11.6	49.9	45.1	46.7	47.7	47.2
Furniture	8.4	10.3	23.0	25.7	26.1	26.5	27.1	31.6	39.9	82.8	90.5	90.8	90.1	91.1
Stone, clay and glass	13.1	14.6	23.6	25.9	26.3	26.6	27.1	46.6	55.2	84.7	88.6	89.2	89.1	90.0
Nondurable Goods:														
Textile mill products	43.9	45.1	50.0	50.5	50.8	50.9	51.2	554.9	587.7	627.0	587.8	585.2	574.7	568.8
Apparel	76.1	76.6	78.3	78.2	78.1	77.9	78.7	687.9	729.6	696.1	633.4	631.0	610.7	602.8
Leather	40.2	41.7	48.9	48.1	48.4	48.6	49.0	149.9	161.1	169.2	150.1	151.5	150.7	150.4
Food	21.3	23.7	27.0	28.0	28.1	28.9	29.0	177.4	211.6	245.7	266.6	264.4	271.9	273.8
Tobacco	66.5	66.8	67.7	66.3	67.1	66.5	66.7	61.2	62.1	63.0	57.9	56.1	55.5	55.0
Paper	23.8	24.0	30.8	32.3	32.5	32.5	32.6	71.4	78.1	96.1	100.8	100.8	99.5	98.8
Printing and publishing	20.7	21.6	26.7	29.2	28.7	28.6	28.5	69.6	71.4	88.1	98.7	96.4	95.0	93.8
Chemicals	15.0	17.8	29.5	30.1	29.8	29.8	30.3	59.3	102.4	219.5	198.1	186.3	179.4	179.7
Petroleum and coal	.4	.6	4.8	7.2	7.0	7.4	7.8	.5	.8	5.9	9.1	8.9	9.5	10.1
Rubber	27.8	28.1	36.7	37.3	37.3	37.0	37.0	42.0	39.9	68.3	75.3	74.6	72.2	71.4
Miscellaneous	34.7	35.7	43.9	46.1	46.0	46.4	46.2	105.5	129.1	176.9	180.8	178.7	178.2	175.3

1/ Underlined February figures have been revised since publication in mimeographed release LS 44-3707 dated April 28, 1944.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 4 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - April 1941, 1942, 1943 and February through May 1944

Industry Group or Industry	1941 April	1942 April	1943 April	1944 Feb.	1944 Mar.	1944 Apr.	1944 May
ALL MANUFACTURING	23.5	22.9	29.9	31.7	31.9	32.0	32.2
DURABLE GOODS	8.5	8.9	20.3	23.7 1/	23.9	24.1	24.3
NONDURABLE GOODS	39.1	39.6	43.9	44.1 1/	44.2	44.2	44.4
Durable Goods							
IRON AND STEEL AND THEIR PRODUCTS	6.8	7.9	17.0	20.7 1/	20.9	20.9	21.4
Blast furnaces, steel works and rolling mills	1	1	5	8	8	8	9
Gray-iron and semi-steel castings	2/	2/	6	6	6	6	6
Malleable-iron castings	2/	2/	8	10	10	10	10
Steel castings	3/	3/	6	7	7	7	8
Cast-iron pipe and fittings	3/	3/	2	4	3	4	4
Tin cans and other tinware	30	31	39	44	45	44	45
Wire drawn from purchased rods	9	9	19	22	20	19	20
Wirework	21	20	28	32	32	32	33
Cutlery and edge tools	21	26	31	33	34	33	34
Tools (except edge tools, machine tools, files and saws)	10	10	20	23 1/	23	24	25
Hardware	27	28	35	37	37	37	36
Plumbers' supplies	5	6	18	22	22	21	21
Stoves, oil burners and heating equipment not elsewhere classified	4	5	25	27	28	27	29
Steam and hot-water heating apparatus and steam fittings	7	8	22	27	26	27	28
Stamped and enameled ware and galvanizing	21	22	34	37	38	38	38
Fabricated structural and ornamental metalwork	3/	1	7	11	11	12	13
Bolts, nuts, washers and rivets	13	15	26	32	31	31	30
Forgings, iron and steel	1	3/	11	8 1/	9	8	8
Screw-machine products and wood screws	14	24	32	36 1/	36	36	37
Steel barrels, kegs and drums	2/	2/	23	30 1/	31	30	28
Firearms	3	8	24	29	28	28	28
ELECTRICAL MACHINERY	31.9	33.5	45.1	48.7	48.6	48.9	49.0
Electrical equipment	24	26	39	42	42	42	42
Communication equipment	55	56	59	60	61	62	62

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistic

Table 4-Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - April 1941, 1942, 1943 and February through May 1944-Cont'd

Industry Group or Industry	1941 April	1942 April	1943 April	1944 Feb.	1944 Mar.	1944 Apr.	1944 May
MACHINERY, EXCEPT ELECTRICAL	5.2	5.9	17.7	20.3 1/	20.3	20.4	20.6
Machinery and machine-shop products	5	6	19	22	21	21	21
Engines and turbines	1	1	12	15	16	17	18
Tractors	3/	3/	8	16	16	16	16
Agricultural machinery, excluding tractors	1	1	7	15	15	15	15
Machine tools	1	2	12	12	12	12	13
Machine-tool accessories	5	6	20	19	19	19	19
Textile machinery	4	5	17	18	20	20	21
Pumps and pumping equipment	3	4	12	15	15	15	15
Typewriters	35	35	39	38	38	37	37
Cash registers, adding and calculating machines	20	21	32	37	36	36	37
Washing machines, wringers and driers, domestic	6	9	31	41	41	41	40
Sewing machines, domestic and industrial	13	16	29	28	28	28	29
Refrigerators and refrigeration equipment	10	10	26	27 1/	28	29	29
TRANSPORTATION EQUIPMENT, EXCEPT AUTOMOBILES	.9	2.7	18.5	21.5	21.6	21.8	22.0
Locomotives	3/	3/	2	6	6	7	7
Car building, electric- and steam railroad	3/	1	6	10	10	10	10
Aircraft and parts, excluding aircraft engines	1	6	37	37	37	37	38
Aircraft engines	1	4	27	31	31	31	31
Shipbuilding	3/	3/	6	10	10	10	10
Motorcycles, bicycles and parts	16	17	25	31	31	30	33
AUTOMOBILES	5.4	4.8	18.1	24.0	24.7	24.8	24.9
NONFERROUS METALS AND THEIR PRODUCTS	16.6	15.3	20.3	22.4 1/	22.6	22.9	23.1
Smelting and refining, primary, of nonferrous metals	3/	3/	2	3	3	4	4
Alloying and rolling and drawing of nonferrous metals except aluminum	9	10	17	19	19	19	19
Clocks and watches	47	48	51	56	56	55	55
Silverware and plated ware	25	23	33	30	29	29	29
Lighting equipment	26	23	29	35 1/	33	34	35
Aluminum manufactures	7	4	12	18	18	19	19
LUMBER AND TIMBER BASIC PRODUCTS	1.6	2.1	10.4	10.4	10.8	11.2	11.1
Sawmills and logging camps	1	2	9	9	9	9	9
Planing and plywood mills	2	3	15	16	16	16	16

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 4 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - April 1941, 1942, 1943 and February through May 1944-Cont'd

Industry Group or Industry	1941 April	1942 April	1943 April	1944 Feb.	1944 Mar.	1944 Apr.	1944 May
FURNITURE AND FINISHED LUMBER PRODUCTS	8.4	10.3	23.0	25.7	26.1	26.5	27.1
Mattresses and bedsprings	16	17	33	40	38	38	39
Furniture	7	8	22	25	26	27	27
Wooden boxes, other than cigar	7	9	23	25	26	26	27
Caskets and other morticians' goods	17	17	22	24	24	23	24
Wood preserving	3/	3/	3	4	4	4	5
STONE, CLAY AND GLASS PRODUCTS	13.1	14.6	23.6	25.9 1/	26.3	26.6	27.1
Glass and glassware	18	20	30	32	33	33	33
Cement	3/	3/	2	3	3	3	3
Brick, tile and terra cotta	5	5	7	8 1/	8	8	9
Pottery and related products	32	37	43	45	45	45	46
Gypsum	3/	3/	11	8	8	9	10
Wallboard, plaster (except gypsum) and mineral wool	1	1	16	17 1/	16	17	18
Lime	3/	3/	1	1	1	1	1
Abrasive wheels	14	14	37	37	36	37	37
Nondurable Goods							
TEXTILE-MILL PRODUCTS AND OTHER FIBER MANUFACTURES	43.9	45.1	50.0	50.5	50.8	50.9	51.2
Cotton manufactures, except small wares	39	40	45	46	46	47	47
Cotton small wares	52	57	62	62	61	61	61
Silk and rayon goods	52	52	58	58	59	59	59
Woolen and worsted manufactures, except dyeing and finishing	42	42	47	47	47	47	48
Hosiery	60	62	67	68	68	68	69
Knitted cloth	46	45	51	50	50	51	51
Knitted outerwear and knitted gloves	74	78	80	79	80	80	80
Knitted underwear	74	74	78	77	77	77	77
Dyeing and finishing textiles, including woolen and worsted	18	21	28	28	28	28	28
Carpets and rugs, wool	30	30	37	38	38	38	38
Cordage and twine	31	32	43	43	43	43	44
APPAREL AND OTHER FINISHED TEXTILE PRODUCTS	76.1	76.6	78.3	78.2 1/	78.1	77.9	78.7
Men's clothing, not elsewhere classified	68	69	72	72 1/	72	71	72
Shirts, collars and nightwear	86	88	89	89	89	89	89
Underwear and neckwear, men's	85	86	89	89	89	89	89
Work shirts	89	89	92	89 1/	90	89	90
Women's clothing, not elsewhere classified	81	80	80	80	80	80	81
Corsets and allied garments	87	88	89	89	89	89	89

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 4 - Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - April 1941, 1942, 1943 and February through May 1944 - Cont'd

Industry Group or Industry	1941 April	1942 April	1943 April	1944 Feb.	1944 Mar.	1944 Apr.	1944 May
Millinery	70	68	71	72	72	72	71
Handkerchiefs	90	92	94	94	93	92	92
House furnishings, other than curtains, etc.	62	61	74	73	73	71	71
Textile bags	63	68	73	72	72	73	71
LEATHER AND LEATHER PRODUCTS	40.2	41.7	47.4	48.1	48.4	48.6	49.0
Leather	9	9	16	16	15	15	16
Boot and shoe cut stock and findings	30	33	35	36	36	36	37
Boots and shoes	47	49	54	55	55	55	56
Leather gloves and mittens	64	65	72	70	70	71	71
Trunks and suitcases	31	39	51	51	53	54	53
FOOD	21.3	23.7	27.0	28.0 1/	28.1	28.9	29.0
Slaughtering and meat packing	15	16	21	21	22	22	22
Condensed and evaporated milk	7	7	13	13	13	14	14
Ice cream	12	17	21	21	22	22	24
Flour	3	3	7	8	7	8	8
Cereal preparations	31	30	34	35	35	35	35
Baking	20	22	29	30	30	31	31
Sugar refining, cane	8	10	18	24	25	25	23
Sugar, beet	3/	3/	3	10	10	11	11
Confectionery	61	60	63	64	63	64	64
Malt liquors	1	1	7	11	11	11	12
Canning and preserving	40	42	43	44	44	45	45
TOBACCO MANUFACTURES	66.5	66.8	67.7	66.3	67.1	66.5	66.7
Cigarettes	49	49	55	55	56	56	56
Cigars	79	80	80	80	79	79	79
Tobacco (chewing and smoking) and snuff	47	46	47	52	51	52	53
PAPER AND ALLIED PRODUCTS	23.8	24.0	31.0	32.3	32.5	32.5	32.6
Paper and pulp	9	9	14	15	15	15	15
Paper goods, other	36	39	46	49	49	49	49
Envelopes	55	56	58	58	58	58	58
Paper bags	48	41	53	51	52	53	53
Paper boxes	38	39	46	47	48	48	48
PRINTING, PUBLISHING AND ALLIED PRODUCTS	20.7	21.6	26.7	29.2 1/	28.7	28.6	28.5
Newspapers and periodicals	2/	2/	9	10	10	10	10
Printing, book and job	26	27	35	38	38	38	37
Lithographing	24	24	35	35	35	36	36
Bookbinding	42	43	51	52	53	52	51
CHEMICALS AND ALLIED PRODUCTS	15.0	17.8	29.5	30.1 1/	29.8	29.8	30.3
Paints, varnishes and colors	5	6	12	14	15	15	15
Drugs, medicines and insecticides	46	47	56	56	57	57	57
Perfumes and cosmetics	62	66	69	67	67	67	68
Soap	17	16	23	24	24	24	24

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table 4-Number of Women per 100 Wage Earners in Manufacturing Industries and Groups - April 1941, 1942, 1943 and February through May 1944 - Cont'd

Industry Group or Industry	1941 April	1942 April	1943 April	1944 Feb.	1944 Mar.	1944 Apr.	1944 May
Rayon and allied products	24	24	32	36	36	36	36
Chemicals, not elsewhere classified	4	4	10	12	12	12	13
Ammunition, small-arms	2/	36	48	48 1/	47	46	46
Cottonseed oil	3/	2	3	3	4	4	5
Fertilizers	1	2	6	8	9	9	7
PRODUCTS OF PETROLEUM AND COAL	.4	.6	4.8	7.2	7.0	7.4	7.8
Petroleum refining	3/	1	4	7	7	7	8
Roofing materials	1	1	8	12	12	13	13
RUBBER PRODUCTS	27.8	28.1	36.7	37.3	37.3	37.0	37.0
Rubber tires and inner tubes	16	18	29	29	28	28	28
Rubber goods, other	31	30	40	43	44	43	44
MISCELLANEOUS INDUSTRIES	34.7	35.7	43.9	46.1	46.0	46.4	46.2
Professional and scientific instruments and fire control equipment	14	16	41	42	42	43	42
Photographic apparatus	22	22	35	38	38	38	39
Optical instruments and ophthalmic goods	30	32	42	43	43	44	44
Pianos, organs and parts	13	11	23	23	23	23	23
Games, toys and dolls	45	48	52	56	57	57	57

1/ Revised estimate for February 1944.
2/ Not available.
3/ Less than 1.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

OFFICE OF WAR INFORMATION

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

For Release in Mroning Papers B-1826
of Saturday, November 11, 1944 Holtzer-Cabot Electric

It is discretionary with Regional Boards whether to require "equal" skill and ability in dealing with seniority issues, the National War Labor Board said today in affirming a directive order of the First Regional WLB at Boston which held that seniority should govern in layoffs for lack of work and subsequent rehirings where the employee has the skill and ability to do the work. Industry members dissented.

The Holtzer-Cabot Electric Company, Boston, had appealed the Regional Board's decision, which was issued in a dispute between the company and the United Electrical, Radio and Machine Workers, CIO, bargaining representative of 1,400 employees.

Contending that it is a "quality" producer and must keep its skilled men, the company had asked that the Board require "equal" skill and ability before seniority governs.

In a majority opinion written for the Board, Edwin E. Witte, a public member, stated that Regional Boards have authority to include or omit the qualification of "equal" skill and ability in dealing with seniority issues.

"It follows," the opinion said, "that the Regional Board did not contravene the policies of this Board when it provided for seniority in layoffs and rehirings qualified only by 'skill and ability to do the work.' Had it provided for a qualification of 'equal skill and ability' that, too, would not have represented a contravention of the policies of this Board, on the basis of our previous decisions. Either qualifications is within the discretion of the Regional Boards."

The industry members dissented "because the effect of such an order is to ignore completely in layoffs the question of differences in qualifications to do the job," Fred W. Climer and Charles S. Roberts, industry members, said in a dissenting opinion.

After citing cases where the Board directed that seniority govern where ability is substantially equal, the dissenting opinion stated:

"We submit therefore that the Regional Board's order as affirmed by the majority of the National War Labor Board not only contravenes previous Board action on the same subject but is also at variance with the prevailing clauses on the same subject now in force in most labor contracts throughout the land."

The Board modified the retroactivity clause of the Regional WLB Directive and directed that starting rates covered by the order be retroactive to the payroll period of January 13, 1944, the certification date of the dispute. Job rates, which the Regional Board made retroactive to the January date, are to be effective as of the date of the Regional Board's order, June 15.

The National Board also directed that the issue of circulation of literature on the company's property be referred back to the parties for further negotiation.

The Board's order and two opinions are attached.

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11/10-44

NATIONAL WAR LABOR BOARD

In the Matter of:	:	Date: October 18, 1944
	:	
	:	Case No. 111-6021-D
HOLTZER-CABOT ELECTRIC COMPANY (Boston, Massachusetts)	:	
	:	
and	:	
UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL #214, CIO	:	
	:	

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives, and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board, having granted in part the petition for review in the above-entitled case and having reviewed the merits of the case insofar as it relates to retroactivity of pay and circularization of literature by the union, hereby decides the dispute between the parties and orders:

I. The terms and conditions of employment set forth in the First Regional War Labor Board's Directive Order of June 15, 1944, in this case, shall govern the relations between the parties with the following modifications:

A. Retroactivity Paragraph G of the said Regional War Labor Board's Directive Order is hereby amended to read:

The Panel Recommendations are amended to read as follows:

"The starting rates covered by this order shall be effective as of the payroll period of January 13, 1944, the date of certification.

"All other clauses in the contract shall become effective on the payroll period which includes the effective date of the Board Order."

B. Circularization of Literature The issue of circulation of literature on the employer's property is referred back to the parties for further negotiation.

II. In all other respects the petition for review is hereby denied.

III. The request for oral hearing is hereby denied.

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11/7/44

IV. Pursuant to the provisions of Paragraph I above, the terms and conditions of employment set forth in said Directive Order of June 15, 1944 as herein modified shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

Representing the Public:

Dexter M. Keezer
Edwin E. Witte

Representing Labor (Dissenting on acceptance of company petition for review of issue regarding retroactivity and on deletion of Regional War Labor Board's provision regarding this issue):

James A. Brownlow
Delmond Garst

Representing Industry (Dissenting on the insertion in Regional War Labor Board's Directive Order of substitute provision regarding retroactivity and on Paragraph I-B, II, and III):

Charles S. Roberts
Fred Climer

NATIONAL WAR LABOR BOARD

In the Matter of: :

HOLTZER-CABOT ELECTRIC COMPANY :
(Boston, Massachusetts)

: Case No. 111-6021-D

and

:

UNITED ELECTRICAL, RADIO AND MACHINE
WORKERS OF AMERICA, LOCAL 214, CIO :

OPINION

The filing of a dissenting opinion on the issue of seniority in layoffs and rehirings renders it desirable that the majority should explain why it upholds the Regional War Labor Board of the First Region. The provision in question is Paragraph 15 of the directive order of the Regional Board, reading as follows:

> "In layoffs for lack of work and rehirings, thereafter, each classification in each department in each plant shall be treated separately, and length of continuous service shall govern, provided the employee has the skill and ability to do the work."

The Company in its petition for review asks that this paragraph be amended to provide for layoffs and rehirings in accordance with seniority only as between employees of "equal skill and ability."

As this case comes to us on a petition for review, the sole question presented is whether the Regional Board contravened National Board policy in rejecting the Company's request for a limitation of the seniority provision relating to layoffs and rehirings to situations where the employees have "equal" skill and ability. In support of the contention that the omission of "equal" in the Regional Board's order contravenes National Board policy the dissenting opinion cites decisions of this Board in the Montgomery Ward & Company, Case No. 2319-CS-D and Hummer Manufacturing Company, Case No. 111-2482-D. It goes on to say: "In the interest of brevity we have quoted only two of the twelve cases handled by the Board where this was involved, but examination of the record will show that in each of the other cases reference is made to the fact that proficiency on the job must qualify continuous service."

It is a fact that there have been twelve cases in which the Board has dealt with seniority in layoffs and rehirings. In none of these cases was there an opinion dealing with the question to which the dissenting opinion relates. Four of these cases (Reynolds Metals Company, Case 2520-CS-D; Norma-Hoffman Bearing Corporation, Case 2247-CS-D; Winchester Repeating Arms Company, Case 2571-CS-D; Republic Creosoting Company, Case 111-2823-D) while concerned with seniority in layoffs and rehirings, did not deal with the specific problem involved in the present case, which is whether the qualification of the rule of seniority shall be "skill and ability to do the work," or "equal skill and ability." Besides the two cases cited in the dissenting opinion, there are two others among the twelve cases in which the Board dealt with seniority in layoffs and rehirings in which the qualifications was "equal skill and ability" (Allis-Chalmers Mfg. Company, Case 2338-CS-D; East Alton Mfg. Company Case 2587-CS-D). In the other four cases, (Underwood-Elliott-Fisher Company, Case 2305-CS-D: United States Coal & Coke Company Case 2592-CS-D; Art Metal Construction Company, Case 2523-CS-D;

Pacific Telephone & Telegraph Company, Case 3047-D) the orders approved by this Board, however, included no other qualification of the rule of seniority than "skill and ability to do the work"--which is the qualification included in the directive order of the Regional Board in the present case.

It is submitted that the only fair interpretation of the Board's action in the twelve cases in which it has dealt with the problem of seniority in layoffs and rehirings is that it is discretionary with the Regional Boards whether to adopt the qualification of "equal skill and ability." It follows that the Regional Board did not contravene the policies of this Board when it provided for seniority in layoffs and rehirings qualified only by "skill and ability to do the work." Had it provided for a qualification of "equal skill and ability" that, too, would not have represented a contravention of the policies of this Board, on the basis of our previous decisions. Either qualification is within the discretion of the Regional Boards.

Which of these qualifications is preferable will depend upon the peculiar facts in each case. There would appear to be more difficulty in determining whether an employee with great seniority has "equal skill and ability" with another employee of lesser seniority, than whether the employee with the greater seniority, in fact, can do the job. Under a provision granting seniority only where skill and ability are equal, seniority may be rendered well-nigh meaningless by the employer's insistence that his judgment may not be questioned. Conversely, a union can very seriously handicap an employer under a clause qualifying seniority only by ability to do the work, if it fails to recognize that wide differences in proficiency are a legitimate consideration in layoffs and still more in promotions. Neither of these qualifications any more than any other provision in a union contract will work satisfactorily unless there is good will on both sides and an earnest desire to make the contract work. If there is such an attitude, the order of the Regional Board should prove entirely satisfactory. The Regional Board, being closer to the situation than we are, is the proper agency to determine which of the several different qualifications of seniority in layoffs and rehirings approved by the National Board is most appropriate in the instant case.

Edwin E. Witte
Public Member

NATIONAL WAR LABOR BOARD

In the Matter of:	:	October 19, 1944
THE HOLTZER-CABOT ELECTRIC COMPANY (Boston, Mass.)	:	Case No. 111-6021-D (Region 1)
and	:	
UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 214, CIO	:	

DISSENTING OPINION OF THE INDUSTRY MEMBERS

By majority action, Industry members dissenting, the National War Labor Board has affirmed an order of Regional Board I in the instant case which provides under the heading of Seniority and Layoffs the following: "In layoffs for lack of work and rehirings thereafter .....length of continuous service shall govern, provided employee has the skill and ability to perform the work."

The Industry members dissent from this majority action because the effect of such an order is to ignore completely in layoffs the question of differences in qualifications and ability to perform a job. When there is a great shortage of manpower it is necessary that the employer keep many employees on many jobs which in normal times they could not tolerate but when a layoff came the very fact that they had been kept on the job would give justification to the argument that they had demonstrated skill and ability to do the work. Laying off an employee who had two days less seniority than another but who was recognized by management and his fellow workers alike to have much greater skill and ability would be unfair to the employer and detrimental to the morale of the other workers.

However, we realize that we are passing on a decision of the Regional Board and are therefore limited in our consideration, not so much to the merits of the case but more as to whether the Regional Board in the exercise of its discretion contravened Board policy. The Board has passed on this issue twelve times and we repeat some of them. In Montgomery Ward & Company, Case No. 2319-CS-D, the Board ordered as follows: "In.....determining layoffs and call backs seniority shall govern where ability is substantially equal." In the Hummer Manufacturing Company, Case No. 2482-D, the Board ordered "Seniority shall prevail in determining layoffs and call backs. Seniority shall be determined not only by length of continuous service but also by skill, ability and proficiency." In the interest of brevity we have quoted from only two of the twelve cases handled by the Board where this was involved, but examination of the record will show that in each of the other cases reference is made to the fact that proficiency on the job must qualify continuous service.

The Union in this case contended also that the order as affirmed by the Board is the one most customary in contracts. Examination of contracts will not disclose this to be the fact. As proof of this we call attention to what the present contract between the United Steel Workers and the Carnegie Illinois Steel Company says on this subject. Article 2 under Section 6 - Seniority, on page 26 of this contract says: "Increase or decrease in forces - the following

factors as listed below shall be considered; however, only where both factors "a" and "b" are relatively equal shall continuous service be the determining factor:

a. ability to perform the work;
b. physical fitness;
c. continuous service.

We submit therefore that the Regional Board's order as affirmed by the majority of the National War Labor Board not only contravenes previous Board action on the same subject but is also at variance with the prevailing clauses on the same subject now in force in most labor contracts throughtout the land.

Fred W. Climer
Charles S. Roberts

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NATIONAL HEADQUARTERS OF SELECTIVE SERVICE

For Immediate Release:
Friday, July 7, 1944

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Through Facilities of the
Office of War Information

For the information of local boards, reemployment committeemen and all persons engaged in carrying out its Veterans Assistance Program, National Headquarters of the Selective Service System today sent to the local boards a revised memorandum outlining in detail the qualifications and conditions under which veterans may be assisted in securing reinstatement in their former positions and in obtaining new positions.

The memorandum also outlines the qualifications and conditions under which veterans may receive pensions, rehabilitation, compensation, education and other assistance to which they are entitled in accordance with the recently enacted "G. I. Bill of Rights" and other laws, regulations and executive orders now in effect.

The memorandum contains a summary of the various provisions of the "G. I. Bill" and attached to the memorandum is the full text of the bill.

Information is also furnished as to the methods by which veterans may be assisted in obtaining employment with the railroad industry or in following agricultural pursuits. A closer method of cooperation with the Veterans Administration, the United States Employment Service and all other governmental and private agencies concerned with the rights and the welfare of the returning veteran is also set forth.

The memorandum is a veritable handbook of information for both veterans and employers as well as a guide for reemployment committeemen and the local boards, according to National Selective Service officials.

In addition to setting forth the responsibilities of the Selective Service System under the Selective Service Law, the memorandum explains the activities and responsibilities of the Selective Service System and the Retraining and Reemployment Administration established by Executive Order 9427 issued February 24, 1944. The Executive Order, in addition to establishing the Retraining and Reemployment Administration, established a Retraining and Reemployment Policy Board composed of representatives of the Department of Labor, Federal Security Agency, War Manpower Commission, Selective Service System, Veterans Administration, Civil Service Commission, War Department, Navy Department, and the War Production Board.

Order No. 1, issued by the Retraining and Reemployment Administration, May 17, 1944, provides for the establishment in each state of a State Veterans Service Committee composed of representatives of the Selective Service System, War Manpower Commission and the Veterans Administration. The Committee will act as the representative of the Federal Government in each State, in connection with activities dealing with furnishing information to veterans.

Order No. 1 also provides for the establishment in each community of a Veterans Service Committee for the purpose of setting up information service centers where the need for such additional facilities over and above those already in existence is indicated. The State and Local Committees elect their own chairmen and are authorized to represent the Federal Government on other committees wherever the appropriate situation arises.

Text of the memorandum:

X-31562

6/30/44 7/4/44 7/5/44 7/6/44 7/6/44 7/6/44 7/6/44

NOTE: THE COPY OF THE SERVICEMEN'S READJUSTMENT ACT OF 1944 REFERRED TO IN PARAGRAPH 1 OF PART VI IS NOT ATTACHED TO THIS ADVANCE COPY

LOCAL BOARD MEMORANDUM NO. 190

ISSUED: 3/1/44
AS AMENDED: 6/30/44

SUBJECT: VETERANS' ASSISTANCE PROGRAM

PART I - GENERAL

1. Responsibility of the Director of Selective Service. --The Director of Selective Service is required by the Selective Training and Service Act of 1940, as amended, to establish a Personnel Division with adequate facilities to render aid (a) in the replacement in their former positions of, or (b) in securing positions for, returning veterans.

2. Veterans eligible for assistance.--Veterans entitled to such aid include all persons, male and female, who, subsequent to May 1, 1940, entered upon active service in the Army, Navy, Marine Corps, or Coast Guard, whether by induction, enlistment, commission, or otherwise, and who have satisfactorily completed any period of active duty or any period of training and service under the Selective Training and Service Act of 1940, as amended. When such veteran satisfactorily completes his period of service, he is entitled to a certificate to that effect.

3. Veterans Personnel Division.--The Director of Selective Service, to facilitate the discharge of his foregoing responsibilities, has established a Veterans Personnel Division (formerly Reemployment Division) in National Headquarters of the Selective Service System.

4. Responsibility of State Director of Selective Service.--The State Directors of Selective Service will organize and supervise this program within their States. Such organization and supervision shall be consistent with such policies and procedures as may from time to time be prescribed by the Director of Selective Service. The State Directors are authorized to establish committees or become members of such committees within their respective States as will in

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their judgment be most conducive to the successful operation of the Selective Service System's Veterans' Assistance Program.

5. Responsibility of local board.--It is the responsibility of the local board to discharge the obligations of the Director of Selective Service set forth in paragraphs 1 and 2 above. All of the facilities of the local board shall be available for this purpose. In executing this responsibility, the local board shall use the reemployment committeeman attached to the local board. The local board will handle the replacement of veterans in their former positions. The local board will utilize the services of the Veterans Employment Division of the United States Employment Service, War Manpower Commission, in aiding veterans to secure new positions.

6. Veteran to report to local board.--Upon separation from service, a veteran will be advised to report to a local board and of his right to call upon a local board and its reemployment committeeman for information and assistance.

7. Assistance to veterans.--When the separation of a veteran from service is reported to the local board or a veteran applies to the local board for aid, it shall comply with the applicable regulations and instructions concerning the registration or classification of such persons. After taking such action, the local board and the reemployment committeeman shall render such aid to the veteran as is necessary to protect his right of reemployment and other benefits.

PART II - REINSTATEMENT IN FORMER POSITION

1. Conditions for reinstatement in former position.--(a) A veteran is entitled by law 1/ to reinstatement in his former position or to a position of like seniority, status and pay:

(1) If such a position was in the employ of a private employer, the United States Government, its territories or possessions, or the District of Columbia;

(2) If such position was not a temporary position;

(3) If he left such position subsequent to May 1, 1940, in order to enter upon active military or naval service in the land or naval forces of the United States;

(4) If he satisfactorily completed his period of training and service and received a certificate to that effect;

(5) If he is still qualified to perform the duties of such position;

(6) If he makes application for reemployment within 40 days after he is relieved from service; 2/

1/ See Section 8, Selective Training and Service Act of 1940, as amended; Sections 4 and 7 of the Service Extension Act of 1941, approved August 18, 1941 (Public Law 213, 77th Cong.); Section 3, Public Resolution 96, 76th Cong., approved August 27, 1940, as amended by Section 8 of the Selective Training and Service Act of 1940.

2/ The law provides that a veteran, if he wishes reinstatement in his old position, must apply to his former employer within 40 (forty) days after the date of his separation from the service. This is mandatory and the 40-day period cannot be extended by the veteran no matter what the reason may be. The first duty of the local board or reemployment committeeman is to advise the veteran of his right to reinstatement and to be sure that if a veteran wants his old job back he makes application to his employer within forty days of his separation from service.

(7) If such position is in the employ of a private employer, the employer's circumstances have not so changed as to make it impossible or unreasonable to reinstate the veteran to such position or to a position of like seniority, status, and pay.

(b) If such position was in the employ of any State or political subdivision thereof, it is "the sense of Congress that such person should be restored to such position or to a position of like seniority, status, and pay."

2. Rights after reemployment.--A veteran who is restored to a position in the employ of the Federal Government or a private employer, as provided in paragraph 1 above, is entitled by law 1/ to the following additional benefits:

(a) He shall be considered as having been on furlough or leave of absence during his period of service;
(b) He shall be restored without loss of seniority;
(c) He shall be entitled to participate in insurance or other benefits offered by the employer pursuant to established rules and practices relating to employees on furlough or leave of absence in effect with the employer at the time such person entered military or naval service;
(d) He shall not be discharged from such position without cause within one year after such restoration.

3. Adjustment of controversi with employer.--(a) It is obvious that misunderstandings and disputes will sometimes arise betwee the returned veteran and his former employer in respect to reinstatement. The conditions of both will necessarily change, and in some instance in many respects. Whether such changes are sufficient to deprive a veteran of t hts which Congress meant to confer must, of necessity, depend upon the facts in each case. It is anticipated that the employer will meet the problem in a spirit of fair play and in appreciation of the sacrifices made by the veteran, and that he will not take advantage of any technicality in order to evade his responsibility to the veteran. If, however, a dispute does arise between the employer and the veteran, a local board member or the reemployment committeeman should call personally to see the employer and attempt by every means possible to reach an amicable agreement, mutually satisfactory to the veteran and to the employer, but without sacrificing any of the veteran's rights.

(b) In trying to reach an amicable adjustment, the local board or its reemployment committeeman may call for assistance upon representatives of veterans' organizations or upon labor, civic, comm al or post-war planning group, veterans' advisory committees, clearing house committees, or any other means which he or the State Director may deem advisable.

(c) It is highly desirable that the local board do everything it can to obtain the reinstatement of the veteran by amicable means. In no case is the local board to send the case to the United States Attorney or institute any legal action on behalf of the veteran. If the local board is unable to reach an amicable adjustment of the veteran's reemployment rights, the local board shall send a complete report to its own State Director who will keep the local board advised of all further action taken in the case. Where legal proceedings are indicated, the State Director wil refer the case, together with his recommendations, to the Director of Selective Ser ce for submission to the Department of Justice.

1/ For footnote, see previous page.

4. Right to court action and assistance of United States Attorney.--If any private employer fails or refuses to grant a veteran the rights set forth in paragraphs 1 and 2 above, he may obtain relief in an appropriate case by filing suit in the United States District Court for the district in which the private employer maintains a place of business. The veteran is privileged to employ his own attorney to represent him in such action. The United States Attorney or comparable official, if reasonably satisfied that the veteran is entitled to such rights, will on request appear and act as the veteran's attorney in the amicable adjustment of his claim or in the filing of such suit without cost to the veteran.

PART III - PLACEMENT IN NEW POSITIONS

1. Use of other agencies.--(a) In carrying out its responsibilities to aid veterans to secure new positions, the Selective Service System will utilize the existing facilities of several departments and agencies of the Federal and State governments. Among these agencies is the Veterans Employment Division of the United States Employment Service, War Manpower Commission. The United States Employment Service has 1,500 offices distributed in every section of the country. In each State, a Veterans' Employment Representative has been appointed to supervise the employment interests of veterans at the local offices of this agency in his State. A local Veterans' Employment Representative has been designated in each employment office to perform at the local level duties similar to those performed by the State Veterans' Employment Representative at the State level. The United States Employment Service maintains contacts with employers throughout the country and assists veterans to secure jobs. The State Veterans' Employment Representative assures that there are adequate and efficient services to take care of veterans in all public employment offices in his State; he plans, directs, and coordinates the activities of local Veterans' Employment Representatives charged with the responsibility of supervising the Veterans' Employment Service program in their respective local offices.

(b) The utilization of these various agencies is not a delegation of the responsibilities of the Director of Selective Service and of the Selective Service System for placing veterans in new positions but is the acceptance of presently available facilities for carrying out the duty imposed by law upon the Director of Selective Service. The State Directors and the local boards will maintain liaison with the Veterans' Employment Division of the United States Employment Service for the purpose of maintaining cooperative action at the local level for (1) referring veterans for placement in new positions, and (2) handling the placement of such veterans in new positions.

2. Veterans entitled to aid in securing new positions.--Experience has shown that military service develops the mind and body of the veteran. Many have become aware of talents and ambitions which had been hidden and unknown to them. They may not be satisfied to return to their former work. They have received specialized training. They have developed new talents. Yesterday's clerk is today's expert mechanic. The veteran who worked indoors most of his life now wants to work on the outside. New ambitions have taken hold, and they are to be encouraged wherever possible. They are entitled to be given a chance to follow their inclinations. It is the job of the Selective Service System through its local boards and reemployment committeemen, and it is the Nation's job to give them every consideration.

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3. Reference to Veterans' Employment Division, United States Employment Service.--(a) When a veteran is not eligible for or does not want to be reinstated in his former position, but wants a new position in private industry, he should be referred to the Veterans' Employment Division, United States Employment Service, for assistance in securing a new position. If the veteran is to be so referred, he should not be sent but every effort should be made to take him in person. If it is not possible to take the veteran personally to the office of the United States Employment Service, he should not be referred until:

(1) He is told exactly where he is to go.
(2) A telephone call is made or letter is written for a definite appointment and such appointment is made.
(3) The veteran is provided with a letter addressed to the person with whom he has the appointment.

(b) The local board or the reemployment committeeman shall follow up the matter and see that the appointment is kept. The responsibility of the local board does not end with such reference and the local board should make every effort to aid in the placement of the veteran in a new position.

4. Employment with the Federal Government.--If the veteran prefers a job with the Federal Government, he should be referred to the nearest United States Civil Service Office or any first- or second-class post office where he can obtain information. A veteran is entitled to five points' preference in an examination for appointment, and a veteran with service-connected disability is entitled to ten points.

5. Agricultural Advisory Groups.--Whenever a returning veteran is interested in establishing himself in an agricultural activity, he should be referred to the County Agricultural Agent. The War Food Administration, through the cooperative Agricultural Extension Service, has prepared Advisory Groups in each agricultural county for the purpose of rendering advisory assistance to all returning veterans interested in becoming established in agriculture and desiring such assistance. Such assistance includes advice as to types of farming, amount of capital required, sources of credit, size of units necessary to maintain satisfactory standards of living, sound operating policies, and similar matters.

6. Railroad Retirement Board.--The United States Railroad Retirement Board Employment Service acts for the railroad industry in attempting to fill its manpower requirements in the same manner as the United States Employment Service fills the manpower requirements of other industries.

Local boards and reemployment committeemen should advise all veterans interested in railroad employment to apply to the nearest office of the United States Railroad Retirement Board. Full assistance shall be given to all veterans making such application.

A list of full-time field offices of the United States Railroad Retirement Board may be secured by local boards from the State Directors. Part-time offices are maintained in places other than those listed with State Directors. Information as to the nearest unlisted office may be secured by writing to the nearest listed office.

PART IV — ASSISTANCE TO VETERANS IN CONNECTION WITH OTHER BENEFITS

1. VETERAN NEEDING MEDICAL ATTENTION. — Many veterans upon their return, for various reasons, will be unable to fill their old jobs or any other job. They may be battle casualties; they may have service-connected or non-service-connected disabilities, they may require rehabilitation, hospitalization, medical appliances, or many other forms of physical care; or they may have financial problems involving pensions and allowances. Under such circumstances the veteran is entitled to the assistance of the Veterans' Administration. If it is not possible or feasible, because of distance, to take the veteran to an office of the Veterans' Administration in person, arrangments should be made to place him into direct contact with the service offices of a veterans' organization or with the American Red Cross.

2. ADJUDICATION OF WAR TIME PENSION CLAIMS.—(a) The Veterans' Administration adjudicates wartime pension claims of all veterans who served after December 6, 1941, and who were discharged under conditions other than dishonorable. It provides in service-connected cases, hospitalization if necessary, domiciliary care, artificial appliances, and training in the use thereof. The requirements for eligibility to veteran pensions for veterans of World War II are as follows:

(1) Active service after December 6, 1941.

(2) Release from active service under conditions other than dishonorable.

(3) Service-incurred pensionable disability received during war. 3/

(b) In order to receive a pension, a veteran must file a claim with the Veterans' Administration and secure a rating. The American Red Cross, American Legion, Disabled American Veterans, Veterans of Foreign Wars, and certain other organizations have been authorized by the Veterans' Administration to process the necessary papers involved in the above claims, if this has not already been done at discharging points. The Veterans' Administration also provides domiciliary care and hospitalization if beds are available in non-service-connected cases. Application for any of the foregoing may be made at any time.

3. Vocational rehabilitation.--(a) The Servicemen's Readjustment Act of 1944 provides for vocational rehabilitation of veterans under Part VII of Veterans Regulation No. 1 (a). The following are the eligibility requirements for such vocational rehabilitation:

(1) Active service on or after September 16, 1940.
(2) Release from active service under conditions other than dishonorable.
(3) A service-incurred pensionable disability amounting to at least 10%.

3/ Army or Navy determination of "in line of duty" or "not in line of duty" is not binding on the Veterans' Administration, which makes its own determination. Thus, the Veterans' Administration may decide that a case is service-connected, although the Army or Navy may have been decided that it was "not in line of duty."

(b) The Vocational Rehabilitation Official of the Federal Security Agency, in connection with the State Board for Vocational Education of each State, supplies vocational training in non-service-connected cases. This agency will assist in the training and education of those men who must learn a new trade or occupation before returning to a civilian occupation and who do not come under the jurisdiction of the Veterans' Administration because they have no service-connected disability.

4. Education and training.--The Servicemen's Readjustment Act of 1944 amended Part VIII of the Veterans Regulation No. 1 (a) to provide for the education and training of veterans of World War II. During the period of the educational training, the veteran is paid a subsistence allowance of $50.00 per month or, if he has one or more dependents, of $75.00 per month. The Veterans' Administration will pay the customary cost of tuition, books, supplies, and equipment and laboratory, library, health, infirmary, and other similar fees as are customary, up to but not in excess of $500.00 for an ordinary school year. Eligibility requirements for World War II veterans are as follows:

(a) 90 days active service, or prior release from active service because of service-incurred disability.

(b) Active service on or after September 16, 1940.

(c) Release from active service under conditions other than dishonorable.

(d) Education or training must have been impeded, delayed, interrupted, or interfered with by reason of entrance into service. In the case of any person who was not over 25 years of age at the time he entered service, his education or training shall be deemed to have been impeded, delayed, interrupted, or interfered with.

5. W.D., A.G.O. Form No. 20 (Soldier's Qualification Card).--In many instances, the State Director will request the local board to forward to State Headquarters the W. D., A.G.O. Form 20 for transmission to one of the various facilities of the Veterans' Administration. Upon receipt of such a request, the local board will promptly transmit such form to State Headquarters.

6. Assistance with immediate personal problems.--Should the veteran be in need of aid in connection with his immediate personal or financial problems, he should be referred to the American Red Cross which will assist veterans and their families in solving such problems.

7. Assistance in educational and other problems.--In certain cases it may be advisable to contact the United States Armed Forces Institute, Madison, Wisconsin, which will provide records of courses taken by military personnel while in service and will give veterans special examinations to serve as a basis of credit by civilian schools. In addition to the above services, help can generally be obtained from local veteran and civic organizations and clearing house committees or Veterans' Advisory Committees.

PART V - RESPONSIBILITIES OF SELECTIVE SERVICE SYSTEM UNDER RETRAINING AND REEMPLOYMENT ADMINISTRATION

1. Retraining and Reemployment Administration.--(a) The President by Executive Order 9427, issued February 24, 1944, placed additional responsibilities on the Selective Service System in connection with the Retraining and Reemployment Administration as hereinafter indicated. These activities are in addition

to and not in place of the System's activities under the Selective Training and Service Act of 1940, as amended, as explained by Parts I, II, III, and IV of this Memorandum.

(b) By this Executive Order, the President established in the Office of War Mobilization a Retraining and Reemployment Administration, of which Brigadier General Frank T. Hines was appointed Administrator. The executive order also established a Retraining and Reemployment Policy Board composed of a representative of the Department of Labor, the Federal Security Agency, the War Manpower Commission, the Selective Service System, the Veterans' Administration, the Civil Service Commission, the War Department, the Navy Department, and the War Production Board.

2. STATE Veterans Service Committee.--(a) By Order No.1 of May 17, 1944, the Retraining and Reemployment Administration directed the establishment in each State of a STATE Veterans Service Committee representing the Selective Service System, the War Manpower Commission, and the Veterans' Administration. This Committee will act as a representative of the Federal Government in the State in connection with furnishing information to veterans. Each STATE Veterans Service Committee will select its own chairman, may add to its membership, and will represent the Federal Government on State committees of the same nature as appropriate situations arise.

(b) The STATE Veterans Service Committee will have the following responsibilities:

(1) Each member of the Committee will designate a representative of his agency as a member of the LOCAL Veterans Service Committee in each community of the State in which the agency maintains facilities.

(2) Render such assistance as may be required by the LOCAL Veterans Service Committee in establishing Veterans Information Centers in the communities in which it has been determined that a need for such Centers exists.

(3) Act as a central point for mobilization of the efforts of volunteer and other groups in the State to aid veterans by furnishing information and engaging in other activities.

(4) Constitute the contact point in the State for the administration of the Retraining and Reemployment Administration in connection with its program.

3. LOCAL Veterans Service Committee.--(a) Order No.1 of May 17, 1944, of the Retraining and Reemployment Administration also provides for the establishment in each community of a LOCAL Veterans Service Committee composed of a representative of the Selective Service System, the United States Employment Service, and the Veterans' Administration insofar as these agencies have representatives available in the various local communities. The State Director of Selective Service will appoint the Selective Service representative on each LOCAL Veterans Service Committee. Each Committee will select its own chairman. The LOCAL Veterans Service Committee will carry out its responsibilities in accordance with instructions received from the STATE Veterans Service Committee and the Retraining and Reemployment Administration.

(b) The LOCAL Veterans Service Committee will have the following responsibilities:

(1) Determine the need for a single Information Service Center in addition to the information facilities existing in the individual agencies in the community.

(2) Act as a central point in the local community for mobilization of the efforts of volunteer and other groups to aid veterans by furnishing information.

(3) Be the contact point in the local community for the administration of the Retraining and Reemployment Administration in connection with the program to provide adequate information for veterans.

4. Veterans Information Centers.--(a) Veterans Information Centers will be established and operated by the LOCAL Veterans Service Committee whenever such Committee determines that a single information service in addition to those already existing in the community is necessary and that there is an appropriate location and necessary facilities in the community for its establishment. The function of a Veterans Information Center will be primarily one of furnishing advice and information to veterans. Local cooperation is important since local organizations may render service outside of the programs of the Federal Government and may effectively provide volunteer services and facilities for the Center. There is no single pattern for the creation and operation of a Center which will satisfy communities of all types and sizes. The organization should be adapted to the volume and nature of applications anticipated and to the facilities of the community. Changes in organization of the Center should be effected by the Committee as experience indicates.

(b) No Federal funds have been appropriated or requested for the establishment and operation of Veterans Information Centers. No person is authorized to make any financial commitment or incur any financial obligations on behalf of the United State in connection with any of the activities provided for in this part.

PART VI - SERVICEMEN'S READJUSTMENT ACT OF 1944

1. General.--The Servicemen's Readjustment Act of 1944, commonly known as the "G. I. Bill of Rights," became law on June 22, 1944. A copy of the Act is appended to this Memorandum. The following paragraphs of this Memorandum state in summary form the chief provisions of the Act.

2. Title I--Hospitalization, Claims, and Procedures.--Under Title I the Act provides for:

(a) Adequate organization of the Veterans' Administration to administer all veterans' benefits except employment.

(b) Adequate hospital facilities for the care and treatment of veterans.

(c) The right of each veteran to have a discharge certificate, final pay, an explanation of rights with regard to the benefits of the veterans' laws, with an opportunity to file a claim therefor, before discharge.

(d) The right to adequate prosthetic appliances and necessary training to effect the greatest possible benefits in the use of such appliances.

(e) Adequate safeguards as against forced statements against interest.

(f) Adequate contact facilities in Army and Navy discharge centers, including those furnished by the services, by the American Red Cross, by national veterans' organizations, and by the Veterans' Administration.

(g) The right of review in cases of irregular discharge or release from active service, (1) by the Administrator of Veterans' Affairs to determine whether the person at time of committing the offense was insane, in event of which determination benefits to which the person would otherwise be entitled shall not be forfeited; (2) by an authorized board to determine the correctness of a discharge or dismissa except in case of separation by sentence of general court martial; and (3) by an authorized board to determine retirement rights.

3. Title II--Education of Veterans.--Under Title II the Act provides for:

(a) Not to exceed four years of education and training, depending upon length of service, for a veteran who served in the active military or naval service on or after September 16, 1940 and prior to the termination of the present war and who shall have been discharged or released under conditions other than dishonorable after active service of 90 days or more or by reason of an actual service-incurred injury or disability. The education and training will be at an approved institution in such subjects as the veteran chooses. To be eligible, the veteran must have been not over 25 years of age at the time of entrance into service, or if over such age, his education or training must have been impeded, delayed, interrupted, or interfered with by reason of entrance into service.

(b) Payment of all tuition and other fees, the cost of books, supplies, equipment, and other necessary expenses not to exceed a maximum of $500 per school year.

(c) Payment of subsistence allowance while pursuing education or training in the amount of $50 per month if without dependents, or $75 per month with a dependent or dependents.

(d) Part-time attendance in a course of education or training at a reduced subsistence allowance or without allowance, but with payments of tuition and other expenses.

(e) The right of the veteran to retain as his personal property the books and equipment furnished, provided he satisfactorily completes his course of education or training.

(f) The right to vocational education for service-incurred disabilities extended to those who served during the period from September 16, 1940, to December 6, 1941.

4. Title III--Loans for the Purchase or Construction of Homes, Farms, and Business Property.--Under Title III the Act provides for:

The guarantee of loans for the purchase or construction of homes, farms, and business property or for the alteration or improvement of buildings or equipment owned or to be acquired by a veteran who served in the active military or naval service on or after September 16, 1940 and prior to the termination of the present war and who shall have been discharged or released under conditions other than dishonorable after active service of 90 days or more or by reason of a disability incurred in line of duty. The amount guaranteed may not exceed $2,000. Loans may be made by an individual or by private or public, State or Federal lending agencies or institutions at the interest rate not to exceed 4% per annum. The loan must be practical

and suitable to the veteran's circumstances and must be repaid within 20 years.

5. Title IV--Employment of Veterans.-- Under Title IV the Act provides for:

The creation of a Veterans' Placement Service Board to consist of the Administrator of Veterans' Affairs as Chairman, the Director of Selective Service, and the Administrator of the Federal Security Agency, which will determine all matters of policy relating to the administration of the Veterans' Employment Service of the United States Employment Service. The Chairman of the Board has the authority and responsibility for carrying out the Board's policies through the veterans' employment representative in the several States or through the Director of Selective Service and persons engaged in activities authorized by subsection (g) of section 8 of the Selective Service Act of 1940.

Note: The Servicemen's Readjustment Act of 1944 does not alter the responsibility of the Director of Selective Service and the Selective Service System under section 8 (g) of the Selective Training and Service Act of 1940, as amended, concerning the employment and reemployment of veterans.

6. Title V--Readjustment Allowances for Former Members of the Armed Forces Who are Unemployed.--Under Title V the Act provides for:

(a) Unemployment allowances in amounts not in excess of $20 per week while unemployed to veterans who have served in the active military or naval service at any time after September 16, 1940 and prior to the termination of the present war and who have been discharged or released under conditions other than dishonorable after service of 90 days or more or by reason of injury or disability incurred in line of duty. The unemployment allowance is not payable to a veteran who is receiving subsistence allowances for education or training under Title II of the Act or who is receiving increased pension for vocational training. To receive the benefits of the Act, the veteran must reside in the United States, be unemployed or partially employed at wages of less than $23 per week, be registered with and report to a public employment office, and be able to work and available for suitable work.

(b) Readjustment allowances to any veteran who is self-employed for profit in an independent establishment, trade, profession, or any other vocation in an amount equal to the difference between the net earnings of such veteran less than $100 per month and the sum of $100 per month.

(c) Disqualification of a veteran from receiving an allowance if he leaves suitable work voluntarily without good cause or if suspended or discharged for misconduct, or if without good cause he fails to apply for suitable work or to accept suitable work offered or to attend available, free training courses, or if, subject to the conditions and limitations set forth in the Act, he participates in or is directly interested in a labor dispute which causes a stoppage of work.

(d) A limit of 52 weeks as a total period during which unemployment allowances may be paid. 8 weeks of unemployment allowances will be paid for each of the veteran's first 3 months of service and 4 weeks of allowances will be paid for each additional month or major fraction thereof. No allowances may be paid for any period more than 5 years after the end of the war.

(e) Severe penalties for fraud and misrepresentation in connection with claims for readjustment allowances.

(f) The servicing of readjustment claims by State agencies or by the Railroad Retirement Board in cases of railway employees.

7. Title VI--General Administrative and Penal Provisions--Under Title VI the Act provides for:

Appropriations, the definition of certain terms, an annual report from the Administrator of Veterans' Affairs to Congress, and related administrative matters.

Lewis B Hershey

DIRECTOR

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For immediate release

U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

EMPLOYMENT IN GOVERNMENT-OWNED, PRIVATELY-OPERATED NEW WAR PLANTS 1/

(Preliminary release of article to appear in Monthly Labor Review for July 1944)

The curtailment of war production, which began at the end of 1942, is already creating many problems for workers, employers and the government. The major problem at the moment is the reemployment of workers who have been affected by cutbacks. Inasmuch as many plants in tight labor market areas still need workers the problem is not yet of large proportions. However, the reemployment of workers in the immediate post war period will be a critical one. The termination of contracts and the speedy disposal of government industrial facilities are other pressing post war problems.

Some light is thrown on these problems by a special survey of certain important aspects of 397 government-owned, privately-operated (G.O.P.O.) new war plants. These plants employed over 2 million persons and represent about 8 billion dollars of public investment. This study, conducted by the Bureau of Labor Statistics, in cooperation with the Bureau of Foreign and Domestic Commerce, consisted in relating information on employment, pay rolls, and man-hours as of September 1943 to War Production Board information on investment in the facilities studied. It yields the precise geographical location of these government-owned plants, the amount of investment in each of these plants, the type of production, and the number of men and women workers employed.

The general criteria for inclusion of a plant in this survey were: (1) it must be a new war plant with a public investment of at least $500,000; (2) the private investment in the new facility should not exceed 5 percent of the total public investment; (3) the construction portion of the total cost should amount to at least $200,000. The financial limit with regard to private investment was stipulated with the idea that with only a minimum private investment the disposition problem would be primarily up to the government. The construction cost minimum of $200,000 was used as a basis for separating new plants from those in which public investment went mainly into machinery and equipment for existing plants.

Certain other plants not conforming with these criteria were included. There were 15 plants, mostly in the shipbuilding and aircraft industries, where the private investment ranged as high as 9.3 percent of public investment. All of these were cases, however, where the public investment was so large as to make it likely that large numbers of workers would be affected by demobilization. There were 7 defense corporation plants whose construction costs were less than $200,000, which were added when it was determined from a recent Defense Plant Corporation listing that the facilites actually were new plants.

1/ Prepared by Clara F. Schloss of the Employment Statistics Division. Abe Rothman of this Division formulated and directed the preparation of the tabulations. M. Elizabeth Fite of the Post-War Labor Problems Division developed the criteria on which the sample was based and participated throughout in the development of the study. This project was conducted under the general direction of D. H. Davenport of the Bureau of Labor Statistics and S. Stevens Wilson of the Department of Commerce.

(LS44-3860)

The survey comprised 397 establishments in all, 14 being mines and modification centers. This analysis is confined to the remaining 383 manufacturing plants. The number of wage earners in the G.O.P.O. manufacturing plants amounted to 1,760,000, or 12.6 percent of the total number of manufacturing wage earners employed in September 1943. Inasmuch as the bulk of government investment went into the munitions group of manufacturing industries, 1,718,000 of the 1,760,000 workers in G.O.P.O. plants were engaged in manufacturing the implements of war. This is more than one-fifth of all wage earners in the munitions industry in September 1943.

Table 1. Wage-Earner Employment in 383 Government-Owned, Privately-Operated New Manufacturing Plants September 1943

Industries	Number of wage earners in reporting G.O.P.O. plants	Estimated number of all wage earners	Ratio of reported G.O.P.O. wage earners to all wage earners in the group
	(thousands)	(thousands)	(percent)
All manufacturing	1,760	13,935	12.6
Munitions groups of industries	1,718	8,077	21.3

The transportation equipment group employed 70 percent of the wage earners in the G.O.P.O. plants. This group is made up of establishments engaged in manufacturing airplanes, ships, railroad equipment, and some ordnance items such as, tanks and combat vehicles. The group as a whole employed two and a quarter million wage earners in September more than half of whom were in G.O.P.O. plants. Any curtailment of the aircraft and shipbuilding programs would, therefore, be of primary interest to the million and a quarter workers in the government-owned transportation equipment group of plants.

The chemicals and allied products group which includes the small arms ammunitions industry accounted for 11 percent of the G.O.P.O. employees. More than a quarter of all the wage earners in the chemicals group were in the 82 government-owned plants included in this survey. Because of the accumulation of large stock piles of small arms ammunition this portion of the chemicals group has been reducing employment since July 1943. In September 1943, four-fifths of the wage earners in the small arms ammunition industry were in G.O.P.O. plants. Since this industry was among the first to be curtailed the problem of reemploying its workers is confronting the government at the present time. Of the 4 plants which have been shut down since this industry has been cutting back, 2 were included in this G.O.P.O. survey.

The iron and steel group is the only other group employing more than 150,000 of the wage earners reporting in this survey. Almost 9 percent of the 1,760,000 wage earners were in plants in this group. The 150,000 wage earners in the reporting G.O.P.O. iron and steel plants comprise 9 percent of this group's total employment.

Table 2. Wage-Earner Employment in 383 Government-Owned, Privately-Operated New Manufacturing Plants, by Major Industry Group September 1943

Industry Group	Number of G.O.P.O. plants reporting	Number of wage earners in reporting G.O.P.O. plants (thousands)	Percent of all reported G.O.P.O. wage earners	Estimated number of all wage earners (thousands)	Ratio of wage earners in reporting G.O.P.O. plants to the group total (percent)
Transportation equipment, except automobiles.....	131	1,231	69.9	2,299	53.5
Chemicals and allied products.....	82	192	10.9	738	26.0
Iron and steel and their products.....	62	155	8.8	1,721	9.0
Automobiles.....	7	51	2.9	734	6.9
Nonferrous metals and their products.	45	38	2.2	417	9.1
Electrical machinery	15	27	1.5	725	3.7
Machinery, except electrical.....	18	20	1.1	1,248	1.6
Other.....	23	46	2.7	6,053	.8
otal.....	383	1,760	100.0	13,935	12.6

There is some likelihood that some of the employees in G.O.P.O. plants will not be interested in finding new jobs after the war. The voluntary retirement of women from the labor force in the immediate post war period must be taken into account. It is interesting to note that the 383 G.O.P.O. plants employed 464,000 women. This is more than a quarter of the total G.O.P.O. employment. For manufacturing as a whole women constitute 32 percent of the wage earners. In the munitions industries, however, women constitute only 25 percent of the wage earners, about the same as the proportion of women in G.O.P.O. plants (26 percent).

Table 3. Employment of Women Wage Earners in 383 Government-Owned, Privately-Operated New Manufacturing Plants, September 1943

Industries	Number of women wage earners in reporting G.O.P.O. plants (thousands)	Estimated number of all women wage earners (thousands)	Percent of women wage earners to all wage earners: In reporting G.O.P.O. plants (percent)	Percent of women wage earners to all wage earners: In all plants (percent)
All manufacturing	464	4,459	26.4	32.0
Munitions groups of industries	447	2,026	26.0	25.1

When comparison is made for individual groups of industries, the G.O.P.O. plants are found to employ an abnormally large proportion of women, thus, in the iron and steel group, 42 percent of the wage earners in the reporting G.O.P.O. plants are women as compared with 20 percent for this industry as a whole. In the electrical machinery group comparable figures are 59 percent in G.O.P.O. as against 47 percent in all plants. Only in the transportation equipment group is the proportion of women in G.O.P.O. plants as low as in the privately-owned plants.

Table 4. Employment of Women Wage Earners in 297 Government-Owned, Privately-Operated New Manufacturing Plants in Selected Major Industry Groups September 1943

Industry Group	Number of women wage earners in reporting G.O.P.O. plants	Percent of women wage earners to all wage earners	
		In reporting G.O.P.O. plants	In the industry group
	(thousands)	(percent)	(percent)
Transportation equipment.....	267	21.7	21.6
Chemicals.....	69	35.9	31.6
Iron and steel.....	65	41.9	20.3
Automobiles.....	19	37.3	25.5
Electrical machinery.....	16	59.3	47.2

In actual numbers, the impact of demobilization will be most severe in the East North Central Region (Ohio, Indiana, Illinois, Michigan, and Wisconsin) where 420,000 wage earners are employed in G.O.P.O. plants. The Pacific Coast Region (Washington, Oregon, and California) will follow a close second with 383,000 wage earners. G.O.P.O. employment in the Pacific Region is 29 percent of the total employment in that region. That area will probably be the most critical. The East North Central Region has only 11 percent of its wage earners in G.O.P.O. plants. On a percentage basis the West South Central Region (Arkansas, Louisiana, Oklahoma, and Texas), while accounting for only 184,000 of the G.O.P.O. wage earners, had 31 percent of its workers in these establishments.

Table 5. Wage Earner Employment in 383 Government-Owned, Privately-Operated New Manufacturing Plants, by Region September 1943

Region	Number of wage earners in reporting G.O.P.O plants	Ratio of reported G.O.P.O. wage earners to all manufacturing wage earners
	(thousands)	(percent)
West South Central	184	30.7
Pacific	383	29.1
Mountain	35	25.9
West North Central	168	21.5
South Atlantic	190	12.2
East North Central	420	10.9
East South Central	69	10.8
New England	99	6.8
Middle Atlantic	212	5.9
Total	1,760	12.6

The total public investment in these 383 plants amounted to 7.9 billion dollars. More than a third or 2.7 billion dollars went to the East North Central Region which employed the largest number of G.O.P.O. wage earners. Another quarter or 2 billion dollars was divided equally between the West South Central and West North Central Regions which together employed 352 thousand G.O.P.O. wage earners. In contrast to this is the Pacific Coast Region which employed 383 thousand G.O.P.O. wage earners but had a government investment of only .7 billion dollars or 8 percent of the total.

The disparity between the amount of public investment and the number of G.O.P.O. wage earners is most striking when the two are compared by major industry group. Aircraft plants and shipyards are constructed and made ready for operation on a large scale with a minimum of investment. For this reason the transportation equipment group with less than one-third of the total public investment employed almost 70 percent of the G.O.P.O. wage earners. Similarly, the automobile group (which also produces aircraft) employed 3 percent of the G.O.P.O. wage earners with about 2 percent of the public investment.

At the other extreme are the nonferrous and chemicals groups. Plants in the nonferrous group received more than 10 percent of the public investment but employed only 2 percent of the G.O.P.O. workers. Similarly, plants in the chemicals group which received the largest share of the public investment, 35 percent, employed only 11 percent of the reporting wage earners.

Table 6. Amount of Public Investment in 383 Government-Owned, Privately-Operated New Manufacturing Plants, by Region, September 1943

Region	Public Investment (millions of dollars)	Percent of total G.O.P.O. investment
East North Central	$ 2,726	34.4
West South Central	1,062	13.4
West North Central	1,013	12.8
Middle Atlantic	782	9.9
Pacific	664	8.4
East South Central	624	7.9
South Atlantic	558	7.0
Mountain	267	3.3
New England	226	2.9
Total	7,922	100.0

Table 7. Amount of Public Investment in 383 Government-Owned, Privately-Operated New Manufacturing Plants in Selected Major Industry Groups, September 1943

Industry Group	Public investment (millions of dollars)	Percent of total G.O.P.O. investment
Chemicals and allied products	$ 2,800	35.3
Transportation equipment, except automobiles	2,491	31.4
Iron and steel and their products	1,220	15.4
Nonferrous metals and their products	842	10.6
Automobiles	150	1.9
Electrical machinery	103	1.3
Machinery, except electrical	100	1.3
Other	216	2.8
Total	7,922	100.0

Statistical Appendix

The following six tables provide further detail regarding the plants included in this survey. All reporting plants are included in these tables. More detailed tabulations, such as those showing industry by state, etc., are available for administrative use by authorized agencies.

Employment and Public Investment in 397 Government-Owned, Privately-Operated Plants, September 1943:

I - - - - by Bureau of Labor Statistics industry group

II - - - - by War Production Board industry

III - - - - by State

IV - - - - by Public Investment Class

Weekly Pay rolls and Man-hours in 387 Government-Owned, Privately-Operated Plants, September 1943:

V - - - - by War Production Board industry

VI - - - - by State

Table I - Employment and Public Investment in 397 Government-Owned, Privately-Operated Plants, by B.L.S. Major Industry September 1943

B.L.S. Industry Group	Number of reports	Number of wage earners	Number of women wage earners	Total number of employees	Total number of women	Public investment (millions)
Nonmanufacturing 1/	14	18,445	5,443	24,050	7,817	$ 66.3
Paper and allied products	1	549	178	658	229	.5
Chemicals and allied products	82	191,427	68,877	225,430	81,781	2,799.6
Products of petroleum and coal	7	1,151	79	1,796	209	64.8
Rubber products	1	4,139	2,070	4,477	2,210	18.9
Stone, clay and glass products	2	697	378	762	433	2.1
Iron and steel and their products	62	154,486	65,122	183,248	76,854	1,220.6
Nonferrous metals and their products	45	38,269	4,694	46,276	7,188	841.9
Electrical machinery	15	27,326	15,611	34,107	18,402	102.6
Machinery except electrical	18	19,914	5,525	23,558	6,944	100.7
Automobiles	7	51,451	18,858	60,598	22,154	150.5
Transportation equipment, except automobiles	131	1,231,160	266,528	1,445,862	355,943	2,490.8
Miscellaneous industries	12	39,333	16,305	45,973	18,906	129.3
Total	397	1,778,347	469,668	2,096,795	599,070	$ 7,988.6

1/ Mining and modification centers.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table II - Employment and Public Investment in 397 Government-Owned, Privately-Operated Plants, by W.P.B. Industry September 1943

W.P.B. Industry	Number of reports	Number of wage earners	Number of women wage earners	Total number of employees	Total number of women	Public investment (millions)
Aircraft assembly	47	399,832	153,319	510,679	202,771	$ 848.2
Aircraft engines	15	101,123	27,561	111,719	30,842	764.3
Aircraft parts	35	97,005	29,988	116,999	37,937	353.0
Shipbuilding	57	708,440	85,156	798,068	120,375	637.7
Shipbuilding, parts and accessories	4	9,297	2,714	12,477	3,809	57.1
Combat and other motor vehicles	5	10,695	2,014	13,485	3,066	160.6
Guns and fire control equipment	15	40,619	12,315	49,410	15,487	178.6
Ammunition, shells, bombs, etc.	28	164,653	77,255	185,310	86,127	761.6
Explosives	22	49,057	5,774	63,221	10,506	1,504.0
Ammunition assembling and loading	24	87,334	44,535	103,696	51,307	756.0
Aluminum except castings	15	11,377	471	13,369	813	229.1
Aluminum castings	15	14,417	3,144	16,641	4,088	292.1
Magnesium and products	15	12,978	729	16,969	1,925	348.6
Communication equipment	9	13,685	9,810	16,903	11,223	15.3
Synthetic rubber	20	5,912	529	7,765	1,015	281.3
Aviation gasoline	3	698	12	1,150	89	15.3
Iron and steel	16	12,879	1,515	15,453	2,573	189.4
Other nonferrous metals	3	1,950	239	2,151	314	13.1
Machinery and electrical equipment excluding communication equipment	9	7,024	2,554	8,352	3,151	51.8
Other chemicals	27	8,656	592	11,077	1,502	445.0
Miscellaneous manufacturing	10	20,057	9,442	21,116	10,093	70.9
Nonmanufacturing 1/	3	659		785	57	15.6
Total	397	1,778,347	469,668	2,096,795	599,070	$ 7,988.6

1/ Mining and modification centers.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table III - Employment and Public Investment in 397 Government-Owned, Privately-Operated Plants, by State September 1943

State	Number of wage earners	Number of women wage earners	Total number of employees	Total number of women	Public investment (millions)
Alabama	36,438	2,711	42,992	5,150	$ 239.1
Arkansas	11,364	5,176	13,080	5,884	161.3
Arizona	7,556	2,802	10,182	3,792	55.2
California	258,112	54,120	299,426	73,915	427.1
Colorado	16,348	7,942	18,989	9,210	60.7
Connecticut	18,714	3,164	21,041	3,961	74.6
Delaware	9,671	1,207	10,866	1,752	14.8
Florida	43,909	3,040	50,181	5,158	42.8
Georgia	37,063	7,517	44,905	11,133	94.7
Illinois	82,492	22,853	102,281	30,809	820.4
Indiana	87,946	23,433	103,790	29,094	549.1
Iowa	19,003	8,041	21,600	9,402	92.7
Kansas	42,285	15,950	54,598	21,429	298.0
Kentucky	10,308	2,852	13,847	3,969	128.0
Louisiana	29,123	3,781	34,269	5,998	198.8
Maine	25,341	3,116	27,948	3,919	24.2
Maryland	60,179	10,200	65,263	12,944	59.0
Massachusetts	39,094	8,131	46,725	10,822	101.3
Michigan	89,012	28,301	100,359	32,091	413.0
Minnesota	24,841	11,360	27,925	12,647	94.4
Mississippi	10,076	1,932	11,834	2,554	29.6
Missouri	74,305	31,516	87,083	35,808	449.8
Nebraska	13,351	3,701	17,171	5,781	85.7
New Jersey	38,632	7,488	44,268	9,308	66.8
New Mexico	302		365	3	2.6
Nevada	4,659	105	6,307	677	132.9
New York	107,941	37,787	129,451	46,184	349.4
North Carolina	21,813	4,294	23,841	5,228	42.6
Ohio	132,660	46,845	156,724	55,985	739.4
Oklahoma	33,128	14,751	44,223	20,160	165.9
Oregon	62,492	15,368	72,560	19,593	63.9
Pennsylvania	65,673	13,653	81,013	19,594	365.9
Rhode Island	15,449	1,046	16,659	1,652	25.9
South Carolina	2,228	36	2,628	158	4.5
Tennessee	15,624	4,517	20,772	6,296	242.8
Texas	112,875	28,363	134,609	36,827	538.1
Utah	10,307	5,684	11,885	6,285	44.4
Virginia	8,790	2,302	9,886	2,582	102.3
Washington	62,763	12,235	72,601	16,246	177.0
West Virginia	6,431	915	7,702	1,309	197.2
Wisconsin	28,718	10,922	33,353	13,074	209.0
Wyoming	1,331	511	1,593	687	2.7
Total	1,778,347	469,668	2,096,795	599,070	$ 7,988.6

Table IV - Employment and Public Investments in 397 Government-Owned, Privately-Operated Plants, by Public Investment Class - September 1943

Public investment class	Number of wage earners	Number of women wage earners	Total number of employees	Total number of women	Public investment (millions)
$500 - 749	11,546	3,056	13,682	3,868	$ 9.3
$750 - 999	4,601	2,003	5,337	2,281	9.7
$1,000 - 1,999	61,793	13,680	69,540	16,468	54.1
$2,000 - 2,999	39,205	12,487	45,541	15,182	62.4
$3,000 - 3,999	45,459	8,263	55,410	12,461	88.6
$4,000 - 4,999	16,700	2,710	18,935	3,445	67.6
$5,000 - 7,499	104,149	22,631	126,247	30,575	214.6
$7,500 - 9,999	66,820	18,126	78,841	22,840	225.8
$10,000 - 14,999	183,077	33,215	213,011	45,127	445.0
$15,000 - 19,999	183,805	44,140	211,703	56,131	575.6
$20,000 - 24,999	289,481	63,286	338,453	83,878	778.4
$25,000 - 37,499	338,917	85,922	399,096	110,031	1,405.4
$37,500 - 49,999	124,809	51,633	162,116	69,104	616.8
$50,000 - 74,999	115,738	43,763	140,183	53,767	1,174.2
$75,000 - 99,999	96,630	33,844	109,077	38,223	1,083.3
$100,000 - 149,999	84,912	29,449	94,702	32,644	844.4
$150,000 - over	10,705	1,460	14,921	3,045	333.4
Total	1,778,347	469,668	2,096,795	599,070	$ 7,988.6

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table V - Weekly Pay Rolls and Man-hours in 387 1/ Government-Owned, Privately-Operated, Plants by W.P.B. Industry - September 1943

W.P.B. Industry	Number of wage earners	Pay rolls per week	Number of man-hours per week
Aircraft assembly	387,246	$ 20,560,596	18,378,679
Aircraft engines	101,123	6,329,537	4,913,249
Aircraft parts	97,005	5,693,478	4,545,876
Shipbuilding	708,440	44,002,335	32,506,891
Shipbuilding, parts and accessories	9,297	488,585	439,141
Combat and other motor vehicles	10,695	631,928	522,439
Guns and fire control equipment	31,692	1,949,283	1,475,368
Ammunition, shells, bombs etc.	164,653	7,322,232	7,649,922
Explosives	49,057	2,366,033	2,303,025
Ammunition, assembly and loading	87,334	3,269,774	3,898,320
Aluminum excluding castings	9,968	469,880	461,907
Aluminum castings	13,602	578,921	598,247
Magnesium and products	12,978	755,712	622,559
Communication equipment	13,685	567,489	608,875
Synthetic rubber	5,912	294,554	279,320
Aviation gasoline	698	37,548	31,862
Iron and steel	12,879	707,227	620,324
Other nonferrous metals excluding communication equipment	1,950	90,747	88,243
Machinery and electrical equipment	7,024	341,029	327,521
Other chemicals	8,656	422,211	400,756
Miscellaneous manufacturing	20,057	954,493	1,016,569
Nonmanufacturing 2/	659	35,944	31,605
Total	1,754,610	97,869,536	81,720,698

1/ 10 firms did not report pay-roll and man-hour data.
2/ Mining and modification centers.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

Table VI - Weekly Pay Rolls and Man-hours in 387 1/
Government-Owned, Privately-Operated Plants, by State
September 1943

State	Number of wage earners	Pay rolls per week	Number of man-hours per week
Alabama	33,898	$ 1,692,670	1,655,830
Arkansas	11,364	390,028	469,064
Arizona	7,556	375,267	374,495
California	258,112	16,221,812	11,652,996
Colorado	15,084	687,556	712,833
Connecticut	18,714	1,102,813	953,449
Delaware	9,671	544,778	435,368
Florida	43,909	2,572,927	2,016,008
Georgia	37,063	2,169,680	1,755,360
Illinois	82,492	4,478,314	3,961,574
Indiana	87,946	5,026,127	4,232,749
Iowa	19,003	833,765	896,785
Kansas	42,285	2,292,441	2,077,469
Kentucky	9,724	438,117	465,029
Louisiana	29,123	1,677,521	1,363,631
Maine	25,341	1,293,952	1,035,519
Maryland	60,179	3,448,687	2,705,067
Massachusetts	39,094	2,086,312	1,679,644
Michigan	80,085	5,208,190	3,749,550
Minnesota	21,110	1,095,083	1,033,006
Mississippi	10,076	474,394	445,566
Missouri	74,305	3,350,695	3,449,119
Nebraska	13,351	676,986	627,311
New Jersey	38,632	2,306,871	1,848,071
New Mexico	302	17,065	13,217
Nevada	4,659	328,642	230,646
New York	106,532	5,962,691	5,297,444
North Carolina	21,813	1,094,717	979,389
Ohio	131,477	7,210,644	6,155,689
Oklahoma	33,128	1,601,601	1,534,435
Oregon	62,492	4,179,942	2,746,099
Pennsylvania	64,858	3,723,075	3,294,505
Rhode Island	15,449	865,341	681,977
South Carolina	2,228	138,076	120,173
Tennessee	15,624	586,838	692,889
Texas	110,922	5,462,820	5,115,688
Utah	10,307	444,263	469,936
Virginia	8,790	364,122	405,379
Washington	62,763	3,788,223	2,774,791
West Virginia	6,431	318,575	289,301
Wisconsin	28,718	1,337,915	1,323,647
Total	1,754,610	97,869,536	81,720,698

1/ 10 firms did not report pay-roll and man-hour data.

Source: U. S. Bureau of Labor Statistics
Division of Employment Statistics

WAR MANPOWER COMMISSION

Manpower Requirements and Labor Supply
July 1943--July 1944

Summary

A reappraisal of manpower needs for the current fiscal year on the basis of recently revised estimates of anticipated munitions production indicates two major revisions of previous estimates:

(1) Labor requirements in the munitions industries for July 1944 are now estimated at a considerably lower level than in earlier estimates.

(2) Estimates of non-industrial employment now point to a moderate decline in these branches of employment, rather than the substantial decrease indicated previously. Recent trends indicate that substantial declines on a nation-wide basis are not likely to occur, nor required.

The principal needs for additional personnel remain concentrated in the munitions industries, which will need 1,100,000 more workers in mid-1944 than were employed in July 1943, and in the Armed Forces, which will increase by 2,000,000 in net strength over the same period. Compared with earlier estimates, labor requirements in the munitions industries are reduced by 900,000 while manpower needs of the Armed Forces remain unchanged.

In summary, the needs for additional labor from July 1943 to July 1944 are as follows:

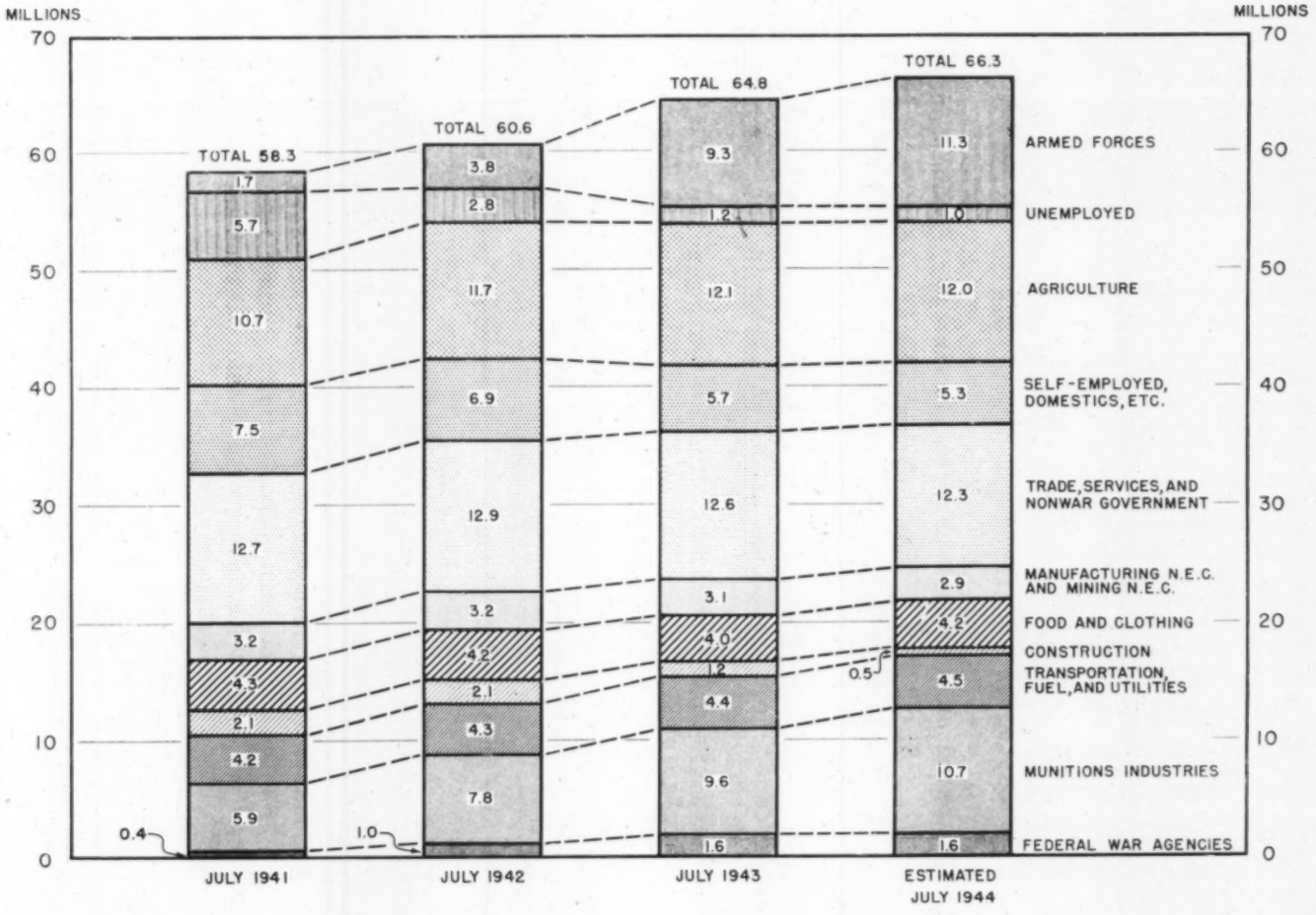
Armed Forces	2,000,000
Munitions and munitions materials industries	1,100,000
Transportation, fuel, and utilities	100,000
Food industries	100,000
Total	3,300,000

About half of the net requirements may be met by workers shifting from other employment, where labor requirements will be reduced; the other half will be supplied by nonworkers entering the labor force. That this further expansion of the labor force is within reach of fulfillment is suggested by the 4,200,000 increase which occurred from July 1942 to July 1943, and is confirmed by examination of remaining labor reserves.

The sources of labor supply for meeting the estimated additional labor requirements from July 1943 to July 1944 are summarized below:

CHART I

CHANGES IN THE SIZE AND DEPLOYMENT OF THE LABOR FORCE FROM JULY 1941 TO JULY 1943 AND ESTIMATED MANPOWER REQUIREMENTS IN JULY 1944



SOURCE:
WAR MANPOWER COMMISSION
AND
BUREAU OF LABOR STATISTICS

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

in the following tabulation of the quarterly percentage increase in the index of munitions production compiled by the War Production Board:

	Index (Nov. 1941 = 100)	Quarterly percentage increase
1942 March	213	60.2
June	309	45.1
September	387	25.2
December	497	28.4
1943 March	530	6.6
June	573	8.1
September (preliminary)	614	7.2

Based on a recent estimate by the War Production Board of the level of munitions production which may realistically be expected in 1944, labor requirements in these industries are estimated to be 10.7 millions in July 1944 as compared with the previous estimate, based upon the official munitions production schedules, of 11.6 millions. The net additional requirements from July 1943 to July 1944 are therefore reduced from 2 million to 1.1 million in the present estimate.

Other employment.--Employment in the war agencies of the Federal government--principally in the War and Navy Departments (excluding manufacturing activities) and the emergency agencies--is now expected in the aggregate to continue at current levels. It was previously anticipated, on the basis of official statements, that 300,000 additional employees would be needed.

The labor requirements of other civilian industries in July 1944 are currently estimated at about the same levels as previously indicated. Moderate increases are expected in labor needs in food, transportation, fuel and utilities. Textiles, apparel and leather will need about the same number of workers as in July 1943; construction will release large numbers of employees, with a smaller proportionate cut in the industries making construction materials; and a moderate decline is expected in the "other manufacturing industries" group, which includes principally tobacco, paper and allied products, printing and publishing, and furniture and finished lumber products.

The only other changes in the present manpower requirements estimates are substantial revisions in the expectations for the nonindustrial segments--trade, service, State and local government, Federal Government (other than war agencies, requirements for which are shown separately), and self-employed, proprietors, and domestic servants. The estimates now suggest a moderate decline in these branches of employment, rather than the substantial decrease indicated in the earlier estimates. With respect to such activities, for which there is no programming on a national scale, the present estimates do not reflect requirements but rather expectations

of probable levels of employment. Although in some war production communities additional workers are needed in these activities, the manpower so employed in the country as a whole could be curtailed considerably, if necessary. The reduced munitions labor requirements, however, and the elasticity with which the labor force has already expanded indicate that declines of the magnitude previously considered necessary are not likely to occur. Because these activities are widely distributed over the country and can more readily utilize the skills of persons remaining in the Nation's labor reserves, it appears possible for non-industrial employers to maintain their work force only slightly below the levels of July 1943 without impeding the necessary expansion of munitions employment and the Armed Forces.

Sources of Labor Supply

Declines totalling 1,600,000 are indicated in labor requirements in various segments of employment, including 100,000 in agriculture. Hence, nearly half of the net additional requirements can be met if all the workers released from these industries find their places in the expanding segments, including the Armed Forces. The construction industry, which is expected to decline by 700,000 in the 12-month period, will provide a substantial pool of workers who have the types of skills adaptable to war production, and are accustomed to migrate to available jobs. Many non-industrial employees, not inducted into the Armed Forces, will require retraining before they can be absorbed in the expanding industries.

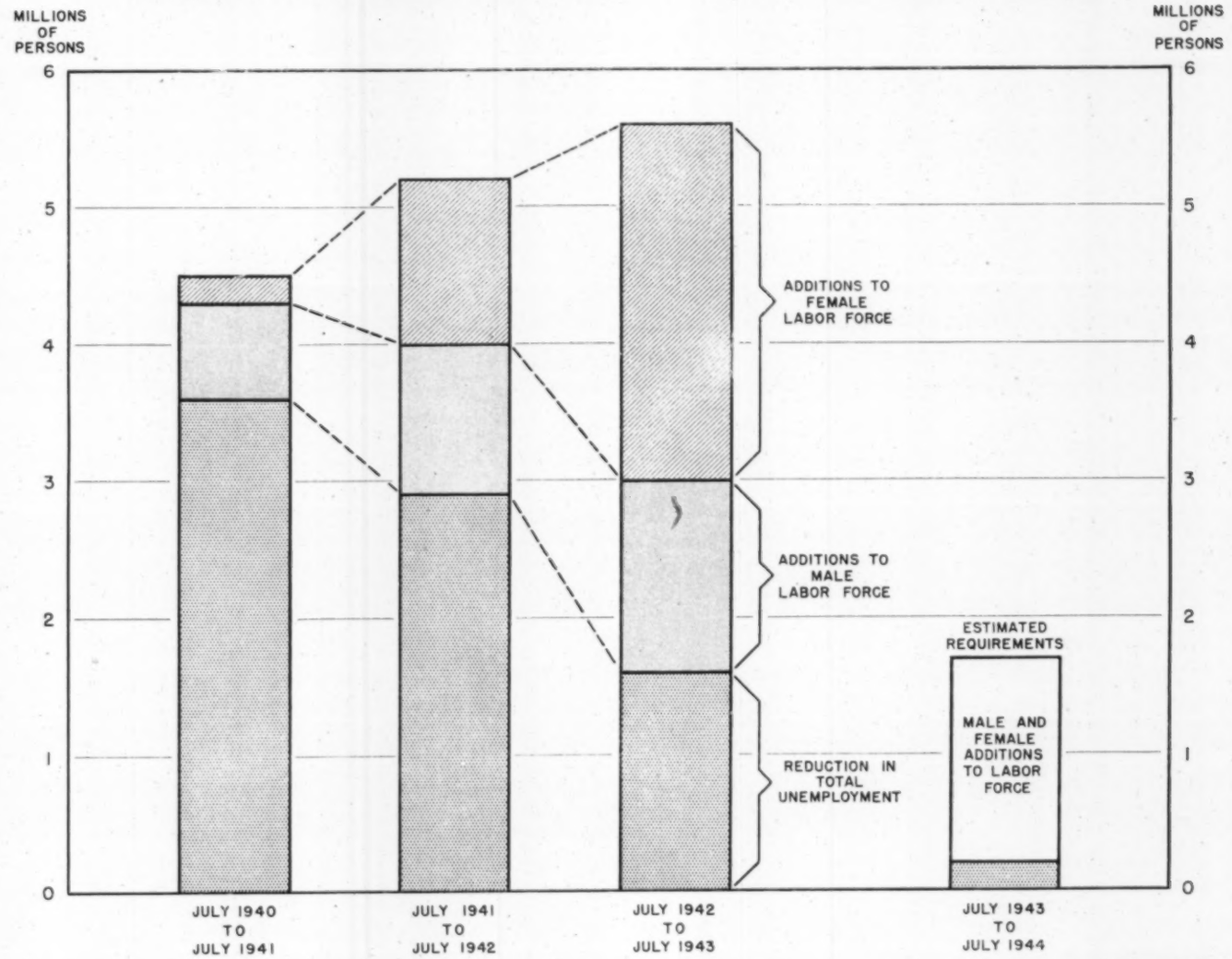
The balance of the requirements will have to be met by the entry of nonworkers into the labor force. Unemployment can no longer be depended upon as a substantial source of labor for expansion of the working population. The number of unemployed has fluctuated around 1,000,000 through 1943. Because of between-job shifts resulting from changes in production schedules and other causes, it is expected that unemployment will continue to fluctuate at approximately this level, with possibly some seasonal increase in the summer as students temporarily go into the labor market. Assuming the 1944 seasonal peaks in both unemployment and agriculture to be somewhat lower than in 1943, the number of nonworkers needed in the labor force in July 1944 to meet total requirements will be 1,500,000, as shown in the summary on page 2.

Wartime Expansion of the labor supply.--The labor force has grown phenomenally during the war, increasing by 900,000 in the year ending July 1941, by 2,300,000 in the next year, and by 4,200,000 in the year ending July 1943. Because of the decrease which took place in unemployment, the number of persons at work or in the Armed Forces increased even more--4,500,000 in the first year, 5,200,000 in the second, and 5,800,000 in the third--a total of 15,500,000. (See Chart 2)

As would be expected, women represented the greater part of these additions to the labor force. Of the 7,400,000 persons entering the labor force in the three years, 4,000,000 were women. Since the net annual increase in the labor force due to population growth is approximately half

CHART 2

YEAR-TO-YEAR CHANGES IN EMPLOYMENT PLUS THE ARMED FORCES, 1940-1941, 1941-1942, AND 1942-1943, CLASSIFIED BY CHANGES IN THE NUMBER OF UNEMPLOYED AND THE TOTAL LABOR FORCE



SOURCE:
WAR MANPOWER COMMISSION
AND
BUREAU OF LABOR STATISTICS

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

a million men and women, the net addition of 1,500,000 persons to meet manpower needs would require an additional net increase in the labor force of about a million--mostly women.

Including the increase due to population growth, the net requirements for additional women in the labor force for the 12-month period ending July 1944 number 900,000, bringing the total female labor force to 18.7 million as compared with 17.8 million in July 1943. Of the 900,000 increase, 200,000 are expected to be required for the Armed Forces and 700,000 for the civilian labor force. Employment of women in munitions industries must increase from 2.4 million in July 1943 to 3.0 million by July 1944. Employment of women in all other activities is expected to increase by 300,000, resulting in a total increase of 900,000 in the employment of women--from 17.1 million in July 1943 to 18.0 in July 1944. Unemployment of women is expected to drop by 200,000 from the already very low number of unemployed--600,000 in July 1943.

That the expansion of the labor force by an additional 1,000,000, over and above the annual increase due to population growth, is feasible is confirmed by an examination of the remaining labor reserves among women. The major source of potential labor supply is the group of 29,000,000 women engaged in their own housework in July 1943. Among these were about 11,000,000 in the category which may be considered most available for labor market participation--namely, women who reside in nonfarm areas and are, therefore, most likely to be near centers of industrial activity, and who also do not have any children under 14 in the household. A little over three and one-half million of these workers were under 45 years of age, and it is from this group that most, although not all, of the additional 1,000,000 workers will have to come.

Local Character of Manpower Requirements

While the manpower resources of the country as a whole appear to be ample to meet essential requirements, many of the persons available for work live in localities far from the jobs which have to be filled. The most difficult problems in manpower mobilization in the coming year will center in a limited number of areas where the labor demands of expanding war plants, together with the needs of consumer services, which are strained to supply a rapidly increasing local population, have created serious shortages of labor. These industries on which fall the heaviest burdens of further expansion in munitions output--aircraft and shipbuilding--are perhaps most affected by such labor shortages. Nearly seven-eighths of the workers in aircraft assembly plants and the same proportion of the shipbuilding workers in July 1943 were employed in areas currently experiencing labor shortages or areas in which shortages were expected in the near future. Furthermore, eight-tenths of the additional workers required in aircraft plants to raise production to programmed levels, and nine-tenths of the additional shipbuilding workers will have to be hired by plants in labor shortage areas.

The problems of meeting the labor requirements of these areas are complicated by shortages of housing and local community services. With inmigration of additional workers limited by these factors, it becomes necessary to rely chiefly upon the persons already living in the areas. Channeling of workers into the jobs in which their skills are most needed, recruitment of nonworkers into the labor force, reducing unnecessary turnover, and the promotion of efficient utilization of labor already employed are the principal means by which this problem can be approached through manpower controls. The cooperation of various government agencies has to be sought in these situations where the production load on a community proves to be greater than its available manpower can handle.

Prepared by: War Manpower Commission
Reports and Analysis Service, and
U. S. Department of Labor,
Bureau of Labor Statistics
November 20, 1943

7-2909 PS bu

Estimated Manpower Requirements
July 1943 to July 1944 1/

	Actual			Estimated requirements
	July 1941	July 1942	July 1943	July 1944
	(in millions)			
Armed Forces 2/	1.7	3.8	9.3	11.3
War Industries				
Munitions industries 3/	5.9	7.8	9.6	10.7
Federal war agencies 4/	.3	1.0	1.6	1.6
Transportation, fuel, utilities 5/	4.2	4.3	4.4	4.5
Total	10.4	13.1	15.6	16.8
Other Industries				
Construction 6/	2.1	2.1	1.2	.5
Food industries 7/	1.4	1.4	1.4	1.5
Textiles, clothing, leather 8/	2.9	2.8	2.7	2.7
Manufacturing n.e.c. and mining n.e.c. 9/	3.2	3.2	3.1	2.9
Total	9.6	9.5	8.4	7.6
Nonindustrial employment 10/	20.2	19.7	18.2	17.6
Agriculture	10.7	11.7	12.1	12.0
Unemployment	5.7	2.8	1.2	1.0
Total labor force, including Armed Forces	58.3	60.6	64.8	66.3

1/ All data apply to approximately the tenth day of the month, except the Armed Forces figures which relate to the first of the month.
2/ Net strength. Excludes net attrition due to battle casualties or other causes.
3/ Includes all metal-using industries, metal mining, coke-oven products, abrasives, selected chemicals and rubber industries.
4/ Excludes Navy Yards and manufacturing arsenals included in munitions group, as well as off-continent and force-account construction employment of war agencies.
5/ Includes transportation and public utilities, coal mining, and petroleum production, drilling, and refining.
6/ Includes contract construction and federal force-account construction.
7/ Includes food manufacturing and tin cans.
8/ Includes textiles, apparel, leather, rayon and allied products, and rubber boots and shoes.
9/ Includes tobacco, paper and allied products, printing and publishing, lumber, furniture and finished lumber products, parts of the chemical, stone, clay, and glass industries, miscellaneous manufacturing, quarrying and non-metallic mining.
10/ Includes trade, service, State and local government, Federal government (except war agencies, Navy Yards and manufacturing arsenals), self-employed, proprietors, and domestic servants.

Sources: July 1941 to July 1943 data for civilian labor force, unemployed, employed, agricultural and nonagricultural employment, from Monthly Report on the Labor Force, Bureau of the Census. July 1941 to July 1943 data for components of nonagricultural employment from Bureau of Labor Statistics. Data on Armed Forces from published statements. Estimates for July 1944, except Armed Forces, by Bureau of Labor Statistics and War Manpower Commission, Reports and Analysis Service, with the cooperation of the Planning Division of the War Production Board.

War Manpower Commission
Reports and Analysis Service, and
U.S. Department of Labor,
Bureau of Labor Statistics
November 20, 1943

~~RKA~~ ~~W. Telock~~ ~~Blood~~ ~~Abbott~~ Robinson where filed?

SUMMARY OF ES-270 REPORTS

JULY 1944

In connection with the activities of the WMC program the local USES offices secure information of current employment, turnover, and anticipated requirements on Form ES-270. Establishments from which reports are obtained are selected on the basis of their manpower problems, essentiality of activity, size of firm, or importance to the community in which they operate.

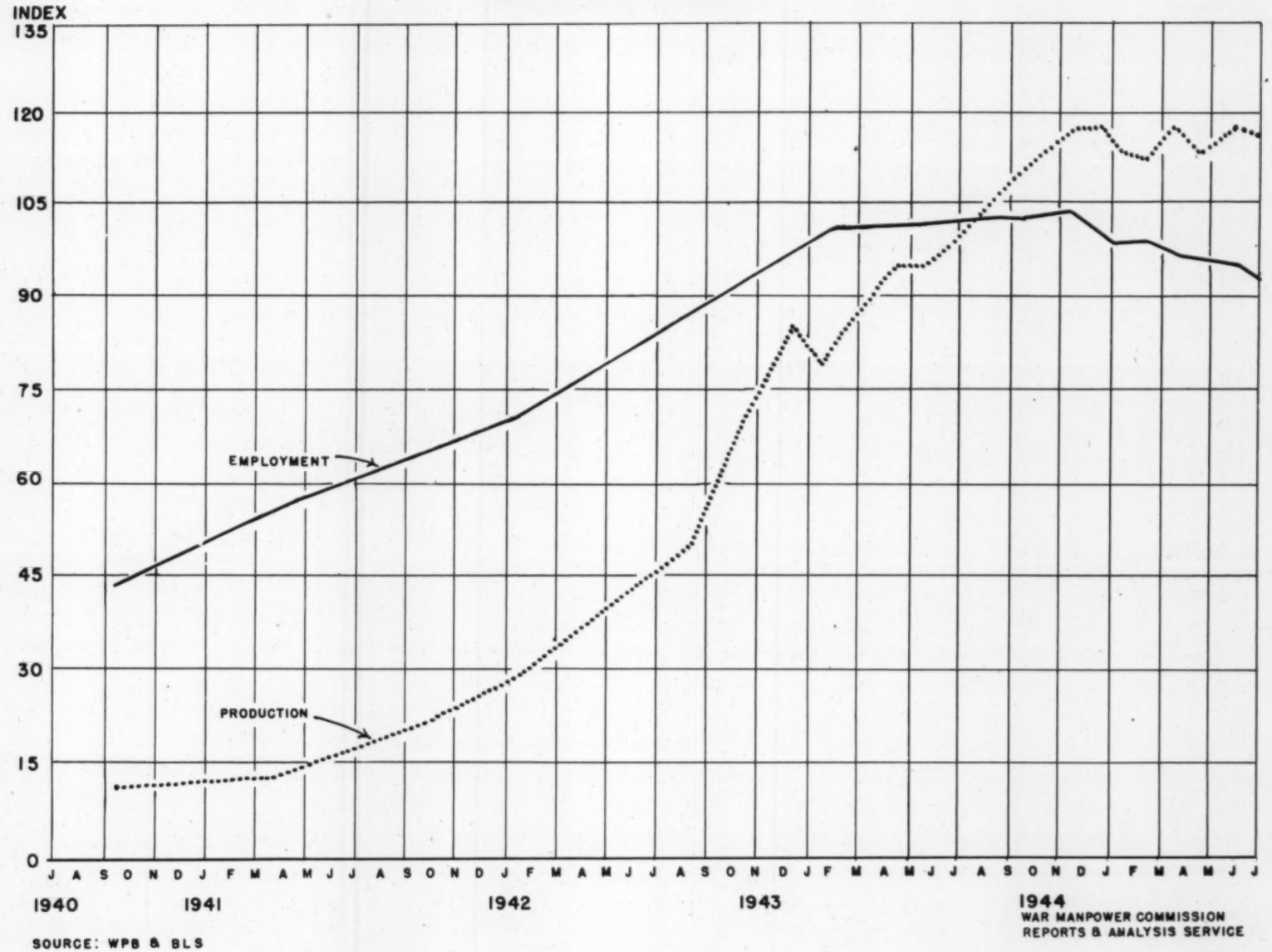
As a by-product of these reports national summaries of employment and turnover are prepared bi-monthly. The tabulations do not necessarily cover the total number of employees in any one industry or area. However, over 75 percent of the employment in all manufacturing industries and over 90 percent of the total employment in the munitions industries are reported.

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

7-4660 C

MUNITIONS EMPLOYMENT & PRODUCTION

MONTHLY AVERAGE 1943=100

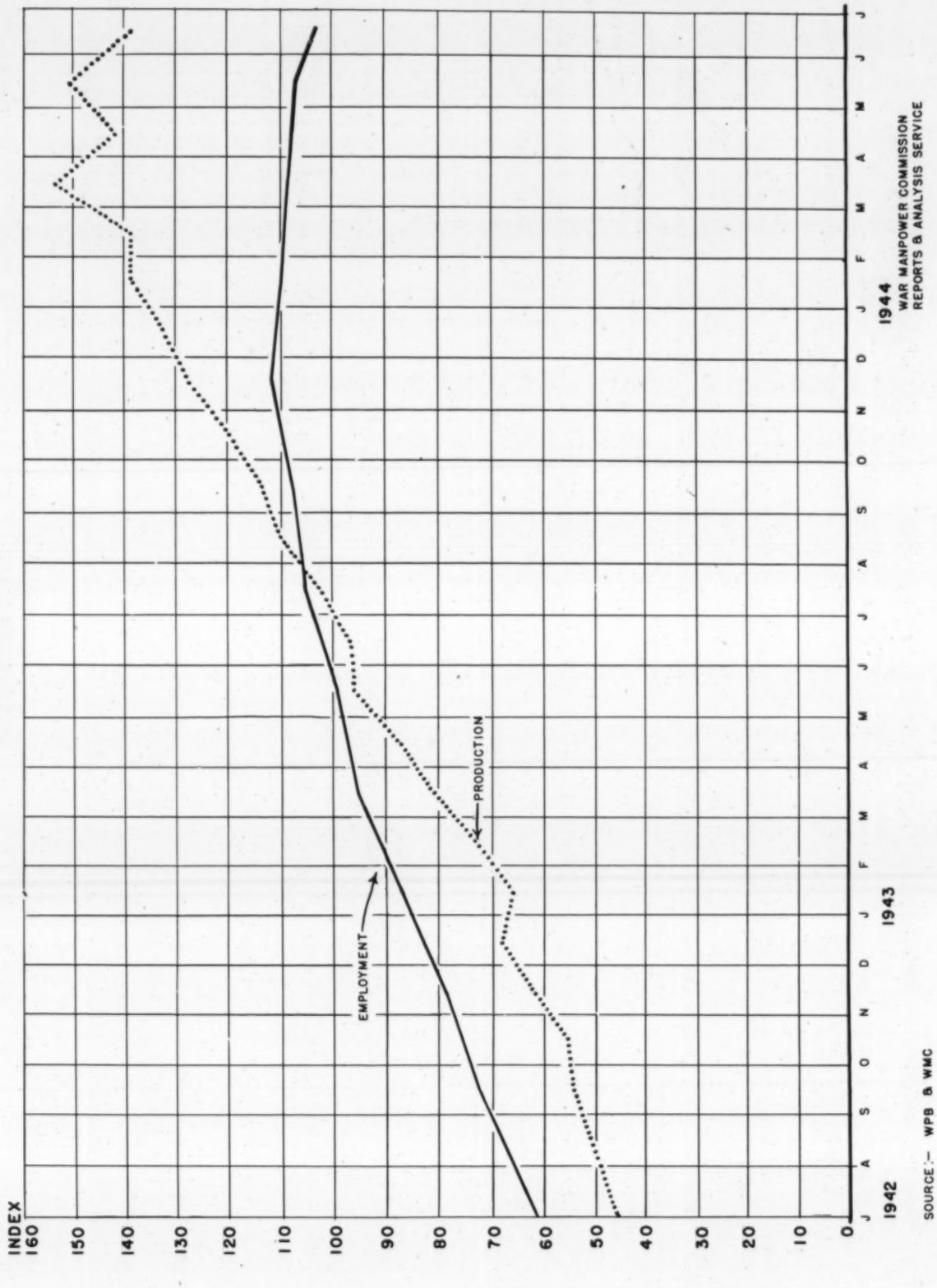


SOURCE: WPB & BLS

WAR MANPOWER COMMISSION
REPORTS & ANALYSIS SERVICE

AIRCRAFT EMPLOYMENT & PRODUCTION

1943 AVERAGE = 100

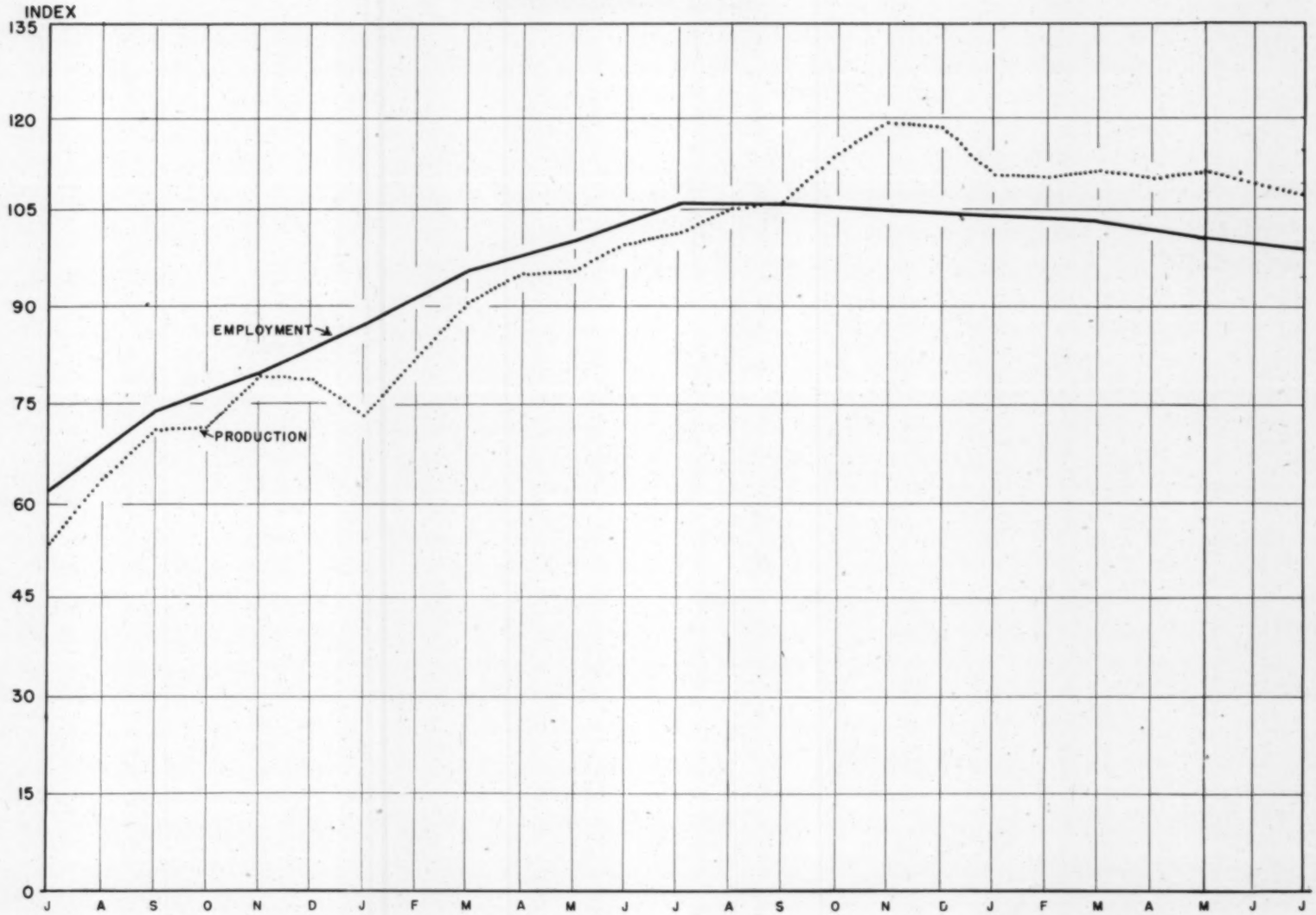


WAR MANPOWER COMMISSION
REPORTS & ANALYSIS SERVICE

SOURCE:— WPB & WMC

SHIPBUILDING

MONTHLY AVERAGE 1943=100

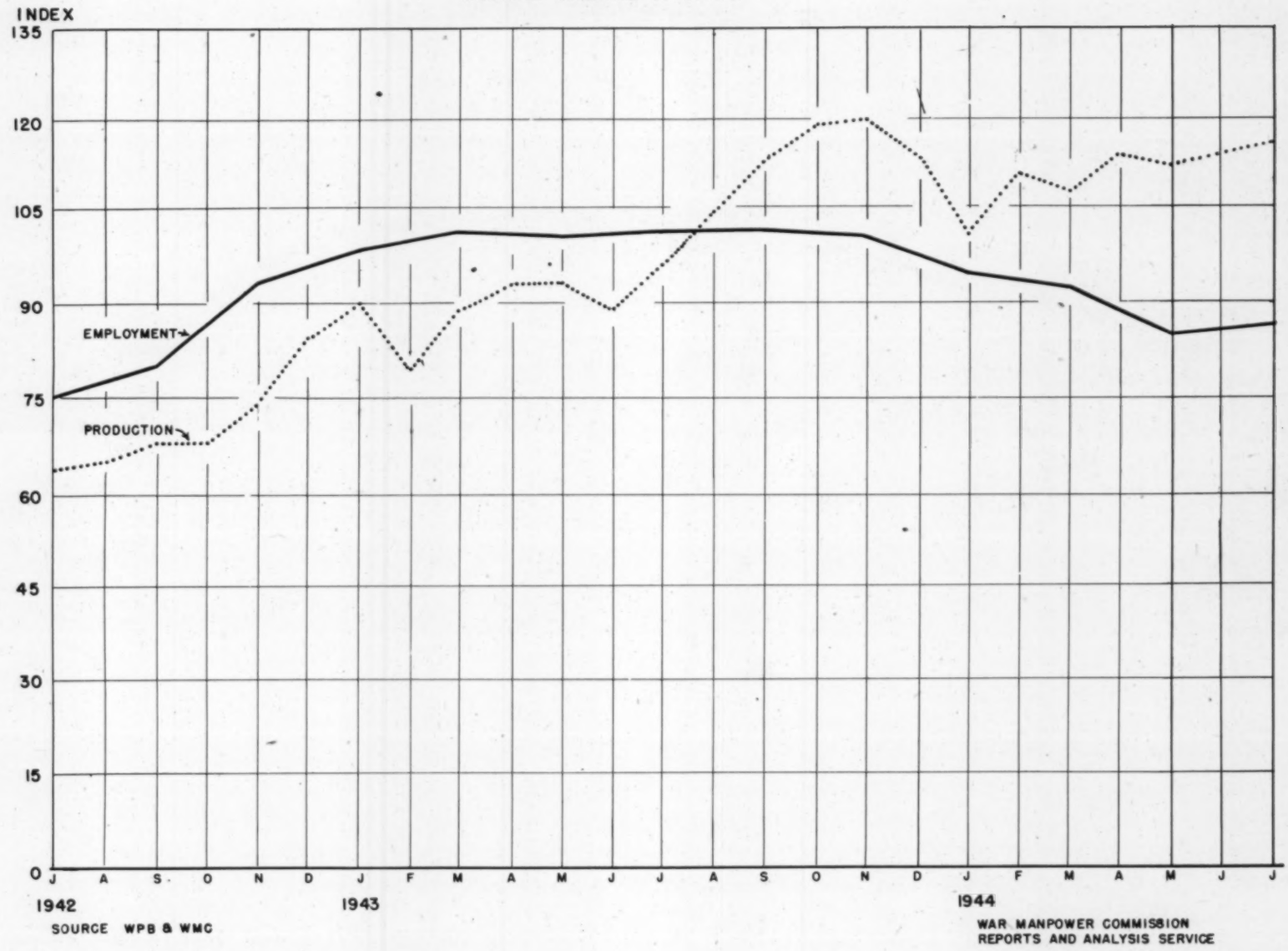


SOURCE WPB & WMC

WAR MANPOWER COMMISSION
REPORTS & ANALYSIS SERVICE

AMMUNITION

MONTHLY AVERAGE 1943 = 100



SOURCE WPB & WMC

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

COMMUNICATION AND ELECTRONIC EQUIPMENT

MONTHLY AVERAGE 1943 = 100

SOURCE: WPB AND WMC

WAR MANPOWER COMMISSION
REPORTS AND ANALYSIS SERVICE

Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments, by major industry group, July 1, 1944

Code	Major industry group	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
		Number	Employment			Total	Nonwhites		Total	Part-time	
			Total	Women							
				Number	Percent of total		Number	Percent of total		Number	Percent of total
	Total	14,824	14,253,946	4,585,096	32.2	13,262,634	1,026,454	7.7	14,020,583	111,736	0.8
	Mining (coal)	682	340,409	5,073	1.5	339,255	32,066	9.5	340,409	256	.1
11	Anthracite mining	62	66,892	470	.7	66,892	75	.1	66,892	1	(a)
12	Bituminous and other soft-coal mining	620	273,517	4,603	1.7	272,363	31,991	11.7	273,517	255	.1
	Manufacturing	11,933	11,858,777	3,844,575	32.4	11,015,850	822,458	7.5	11,673,466	88,280	.8
19	Ordnance and accessories	854	1,220,418	433,922	35.6	1,111,065	86,655	7.8	1,202,259	6,009	.5
20	Food and kindred products	838	430,068	152,327	35.4	428,675	59,735	13.9	422,693	10,488	2.5
21	Tobacco manufactures	37	30,681	20,745	67.6	30,681	7,304	23.8	30,681	2	(a)
22	Textile-mill products	1,359	837,803	415,649	49.6	830,313	31,195	3.8	836,539	4,847	.6
23	Apparel and other finished products made from fabrics and similar materials	712	272,889	217,990	79.9	266,546	15,399	5.8	271,253	1,881	.7
25	Furniture and finished lumber products (except cooperage)	241	71,718	22,044	30.7	71,247	8,539	12.0	71,718	284	.4
26	Paper and allied products	375	222,555	65,054	29.2	221,177	17,848	8.1	222,345	2,967	1.3
28	Chemicals and allied products	520	416,473	122,012	29.3	411,379	34,387	8.4	407,929	3,294	.8
29	Products of petroleum and coal	192	143,492	18,313	12.8	143,492	10,854	7.6	143,492	504	.4
30	Rubber products	136	219,086	82,883	37.8	205,692	13,152	6.4	219,086	3,398	1.6
31	Leather and leather products	399	185,431	96,924	52.3	184,599	3,969	2.2	185,431	947	.5
32	Stone, clay, and glass products	362	205,863	65,500	31.8	204,819	12,337	6.0	205,119	2,593	1.3
33	Iron and steel and their products	1,539	1,187,778	208,769	17.6	1,154,404	128,389	11.1	1,147,002	8,152	.7
34	Transportation equipment (except automobiles)	1,211	3,713,452	975,478	26.3	3,280,758	273,523	8.3	3,638,379	11,566	.3
35	Nonferrous metals and their products	421	325,671	71,967	22.1	311,325	33,897	10.9	322,407	2,105	.7
36	Electrical machinery	730	908,248	462,187	50.9	801,578	32,844	4.1	879,954	11,962	1.4
37	Machinery (except electrical)	1,475	978,679	232,579	23.8	912,021	31,185	3.4	971,879	13,489	1.4
38	Automobiles and automobile equipment	183	232,679	53,508	23.0	188,376	14,024	7.4	229,572	1,093	.5
39	Miscellaneous manufacturing industries	349	265,793	126,784	47.7	257,703	7,222	2.8	265,728	2,699	1.0
	Transportation, communication, and other public utilities	1,484	1,002,779	297,129	29.6	948,916	44,192	4.7	977,825	14,689	1.5
40	Interstate railroads	185	178,883	16,570	9.3	174,903	11,315	6.5	176,586	1,299	.7
41	Local railways and bus lines	184	156,921	15,073	9.6	138,394	6,705	4.8	156,921	2,538	1.6
42	Trucking and warehousing for hire	573	122,468	26,859	21.9	115,445	11,339	9.8	122,221	2,816	2.3
43	Other transportation, except water transportation	114	62,699	14,713	23.5	62,699	3,365	5.4	62,699	525	.8
44	Water transportation	54	19,739	924	4.7	18,477	638	3.5	19,739	40	(a)
45	Services allied to transportation, not elsewhere classified	37	40,534	13,960	34.4	40,534	2,739	6.8	40,534	161	.4
46	Communication: Telephone, telegraph, and related services	136	240,833	175,503	72.9	226,726	2,047	.9	218,568	5,556	2.5
48	Utilities: Electric and gas	201	180,702	33,527	18.6	171,738	6,044	3.5	180,557	1,754	1.0
	Government	725	1,041,981	438,319	42.1	958,613	127,738	13.3	1,028,883	8,511	.8

a/ Percentage not computed: Less than 100 workers.

War Manpower Commission
Reports and Analysis Service

(MA4)

Employer report of current employment and employment of women, nonwhites, and part-time workers in BE-270 reporting establishments, by labor market area, July 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments: Employment: Number	All establishments: Employment: Total	All establishments: Employment: Women: Number	All establishments: Employment: Women: Percent of total	Employment in establishments reporting number of nonwhites employed: Total	Employment in establishments reporting number of nonwhites employed: Nonwhites: Number	Employment in establishments reporting number of nonwhites employed: Nonwhites: Percent of total	Employment in establishments reporting number of part-time workers employed: Total	Employment in establishments reporting number of part-time workers employed: Part-time: Number	Employment in establishments reporting number of part-time workers employed: Part-time: Percent of total
Total b/	14,824	14,253,946	4,585,096	32.2	13,262,634	1,026,454	7.7	14,020,583	111,736	0.8
Group I b/	4,248	5,627,928	1,770,150	31.5	5,089,509	504,934	9.9	5,528,423	57,112	1.0
Region I										
111 Biddeford-Sanford, Maine	13	10,550	4,854	46.0	7,763	0	0	10,550	131	1.2
133 Hartford, Conn.	56	73,121	25,928	35.5	42,684	950	2.2	73,121	1,177	1.6
146 Meriden, Conn.	22	23,704	9,551	40.3	12,595	89	.7	23,704	1,098	4.6
152 New Bedford, Mass.	30	30,192	15,339	50.8	29,384	1,537	5.2	30,192	976	3.2
153 New Britain-Bristol, Conn.	34	42,535	16,224	38.1	25,385	508	2.0	42,535	1,004	2.4
157 Newport, R.I.	6	14,537	4,005	27.6	13,858	234	1.7	13,858	499	3.3
167 Portland, Maine	20	31,946	6,411	20.1	7,644	20	.3	31,946	266	.8
189 Waterbury, Conn.	38	45,699	17,496	38.3	45,699	1,185	2.6	45,699	1,261	2.8
Region II										
212 Buffalo-Niagara Falls, N.Y.	196	230,888	70,452	30.5	125,033	10,313	8.2	230,419	2,495	1.1
Region III										
330 Newark, N.J.	280	385,124	139,017	36.1	303,252	27,388	9.0	374,093	9,146	2.4
336 Philadelphia, Pa.-N.J.	358	522,535	155,346	29.7	453,558	64,273	14.2	504,495	3,680	.7
344 Somerville, N.J.	22	22,616	6,827	30.2	19,558	1,517	7.8	22,616	763	3.4
Region IV										
404 Baltimore, Md.	137	219,121	63,077	28.8	214,139	34,442	16.1	219,121	1,022	.5
420 Elkton, Md.	4	10,898	6,166	56.6	10,898	3,387	31.1	10,898	4	(c)
424 Hampton Roads, Va.	38	106,387	23,680	22.3	105,283	29,624	28.1	106,387	210	.2
429 New Bern, N.C.	6	7,084	2,715	38.3	7,084	1,085	15.3	7,084	2	(c)
432 Petersburg, Va.	13	11,428	5,126	44.9	11,428	3,814	33.4	11,428	1	(c)
438 Richmond, Va.	24	27,223	12,455	45.8	27,223	6,583	24.2	27,223	85	(c)
444 Washington, D.C.-Va.-Md.	30	50,968	12,786	25.0	50,968	8,813	17.3	50,968	286	.6
448 Wilmington, N.C.	12	19,902	2,936	14.8	19,902	5,565	28.0	19,902	54	(c)
Region V										
502 Adrian, Mich.	16	7,981	3,025	37.9	5,694	1	(d)	7,981	21	(c)
504 Akron-Ravenna, Ohio	27	113,412	36,918	32.6	113,412	5,662	5.0	113,412	1,103	1.0
508 Benton Harbor, Mich.	20	8,816	2,515	28.5	8,816	636	7.2	8,816	34	(c)
510 Canton-Massillon-Alliance, Ohio	45	66,811	18,135	27.1	66,811	3,182	4.8	66,811	667	1.0
514 Cleveland, Ohio	162	243,149	75,239	30.9	233,087	20,597	8.8	243,149	1,613	.7
520 Detroit, Mich.	284	634,051	190,049	30.0	559,060	64,748	11.6	634,051	2,025	.3
540 Lima, Ohio	8	19,349	5,881	30.4	14,437	783	5.4	19,349	116	.6
552 Muskegon, Mich.	22	28,876	6,772	23.5	28,876	1,978	6.8	28,876	121	.4
Region VI										
602 Anderson, Ind.	15	27,054	8,585	31.7	4,384	71	1.6	27,054	26	(c)
605 Aurora-Elgin, Ill.	43	22,108	8,628	39.0	22,108	418	1.9	22,108	444	2.0
615 Chicago, Ill.	703	590,643	222,431	37.7	568,050	58,731	10.3	583,579	9,826	1.7
616 Chicago Heights-Harvey, Ill.	36	23,184	5,736	24.7	23,184	2,939	12.7	23,184	368	1.6
622 DeKalb, Ill.	10	3,757	1,464	39.0	3,757	38	1.0	3,757	23	(c)
632 Fort Wayne, Ind.	53	51,437	19,701	38.3	51,437	1,180	2.3	51,437	427	.8
635 Gary-Hammond-South Chicago, Ind.-Ill.	95	146,657	28,478	19.4	146,657	18,723	12.8	146,657	997	.7
657 Logansport, Ind.	11	5,386	2,883	53.5	5,386	64	1.2	5,386	105	1.9
658 Madison-Merrimac, Wis.	20	17,267	5,962	34.5	17,267	130	.8	17,267	439	2.5
663 Michigan City-LaPorte, Ind.	18	10,268	3,178	31.0	10,268	329	3.2	10,268	372	3.6
665 Moline, Ill.-Iowa	44	44,344	11,738	26.5	44,344	978	2.2	44,344	369	.8
667 Muncie, Ind.	27	21,557	6,288	29.2	18,723	739	3.9	21,557	94	(c)
677 Racine, Wis.	33	19,528	5,797	29.7	19,528	285	1.5	19,528	129	.7
679 Richmond, Ind.	17	8,443	3,034	35.9	8,443	416	4.9	8,443	25	(c)
680 Rockford, Ill.	41	26,931	8,920	33.1	26,931	728	2.7	26,931	163	.6
682 South Bend, Ind.-Mich.	59	65,924	20,169	30.6	64,360	2,005	3.1	65,924	725	1.1
683 Springfield-Decatur, Ill.	41	37,530	12,700	33.8	37,530	1,396	3.7	37,530	469	1.2
684 Sterling, Ill.	15	10,593	3,809	36.0	10,593	144	1.4	10,593	28	(c)
692 Waukegan, Ill.	26	17,967	6,782	37.7	17,967	598	3.3	17,967	539	3.0
Region VII										
714 Charleston, S.C.	17	40,441	8,810	21.8	40,441	11,166	27.6	40,446	1	(c)
722 Columbus, Ga.-Ala.	24	20,578	9,224	44.8	20,578	4,361	21.0	20,578	32	(c)
738 Knoxville, Tenn.	51	55,017	16,583	30.1	55,017	3,871	7.0	55,017	18	(c)
742 Macon, Ga.	31	26,728	14,122	52.8	26,728	4,140	15.5	26,728	111	.4
752 Mobile, Ala.	26	59,340	13,370	22.5	59,340	11,208	18.9	59,340	34	(c)
768 Savannah, Ga.	28	29,952	7,265	24.3	29,952	6,686	22.3	29,952	41	(c)
Region VIII										
806 Clinton, Iowa	8	3,506	842	24.0	3,506	12	.3	3,506	22	(c)
Region XI										
X08 Cheyenne, Wyo.	3	3,437	1,646	47.9	3,437	34	1.0	3,437	0	0
X16 Ogden, Utah	17	25,304	11,364	44.9	25,304	501	2.0	25,304	876	3.5
X27 Tooele, Utah	3	2,912	831	28.5	2,912	34	1.2	2,912	1	(c)
Region XII										
R24 Las Vegas, Nev.	7	4,673	1,100	23.5	4,673	473	10.1	4,673	0	0
R28 Los Angeles, Calif.	410	473,005	151,448	32.0	450,473	23,991	5.3	452,829	5,097	1.1
R36 Portland-Vancouver, Ore.-Wash.	55	138,981	39,437	28.4	130,367	6,204	4.8	127,348	422	.3
R44 San Diego, Calif.	30	71,004	29,540	41.6	71,004	2,848	4.0	71,004	332	.5
R46 San Francisco Bay, Calif.	198	311,832	80,189	25.7	301,985	33,050	10.9	281,459	3,407	1.2
R50 Santa Ana, Calif.	18	7,542	3,771	50.1	7,542	27	.4	7,542	52	(c)
R54 Seattle-Bremerton, Wash.	50	128,741	38,735	30.1	116,347	5,466	4.3	128,741	809	.6
R59 Tacoma, Wash.	34	35,961	9,756	27.1	35,961	401	1.1	35,961	410	1.1
R62 Ventura-Oxnard, Calif.	3	9,604	2,441	25.8	9,604	322	3.4	9,604	40	(c)
Group II b/	3,831	3,717,227	1,182,204	31.8	3,429,093	198,060	5.8	3,621,895	34,261	.9
Region I										
108 Bath, Maine	7	13,731	2,545	18.5	3,306	0	0	13,731	10	(c)
112 Boston-Quincy-Hingham, Mass.	212	247,080	78,710	31.9	225,953	5,775	2.6	245,444	2,050	.8
114 Bridgeport, Conn.	66	75,298	27,866	37.0	75,298	4,195	5.6	75,298	708	.9
122 Claremont-Springfield, N.H.-Vt.	25	13,201	3,351	25.7	13,201	10	.1	13,201	22	(c)
129 Fitchburg, Mass.	44	23,278	9,573	41.1	23,278	52	.2	23,278	246	1.1
140 Lewiston, Maine	19	10,882	5,655	52.0	10,882	0	0	10,882	106	1.0
145 Manchester, N.H.	26	13,612	6,485	47.6	13,612	1	(d)	13,612	157	1.2

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in MS-270 reporting establishments, by labor market area, July 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments: Number	All establishments: Employment: Total	All establishments: Employment: Women: Number	All establishments: Employment: Women: Percent of total	Employment in establishments reporting number of nonwhites employed: Total	Employment in establishments reporting number of nonwhites employed: Nonwhites: Number	Employment in establishments reporting number of nonwhites employed: Nonwhites: Percent of total	Employment in establishments reporting number of part-time workers employed: Total	Employment in establishments reporting number of part-time workers employed: Part-time: Number	Employment in establishments reporting number of part-time workers employed: Part-time: Percent of total
Group II b/ - continued										
Region I - continued										
154 New Haven, Conn.	55	40,859	15,823	38.7	40,461	1,847	4.6	40,859	620	1.5
155 New London-Groton, Conn.	14	18,637	4,492	24.1	16,985	283	1.7	18,637	291	1.6
163 Norwich, Conn.	16	7,469	3,321	44.5	6,316	84	1.3	7,469	40	(c)
168 Portsmouth, N.H.-Maine	14	23,890	5,461	22.9	23,890	73	.3	23,890	29	(c)
169 Providence-Pawtucket-Woonsocket, R.I.-Mass.	250	115,644	51,880	44.9	115,644	904	.8	115,406	2,132	1.8
180 Springfield-Holyoke-Northampton, Mass.	95	84,632	32,300	38.2	81,804	1,450	1.8	83,956	858	1.0
185 Torrington, Conn.	13	10,224	3,402	33.3	10,224	89	.9	10,224	223	2.2
Region II										
202 Albany-Schenectady-Troy, N.Y.	82	101,050	29,845	29.5	65,953	1,217	1.8	101,050	8,149	8.1
206 Auburn, N.Y.	14	9,023	3,488	38.7	9,023	83	.9	9,023	71	(c)
208 Batavia, N.Y.	11	7,025	2,399	34.1	7,025	431	6.1	7,025	286	4.1
224 Geneva, N.Y.	18	8,043	2,460	30.6	8,043	99	1.2	8,043	40	(c)
236 Massena, N.Y.	6	7,935	1,642	20.7	7,935	100	1.3	7,935	0	0
252 Rochester, N.Y.	96	76,996	31,816	41.3	68,353	702	1.0	76,996	1,401	1.8
256 Syracuse, N.Y.	64	58,970	20,947	35.5	58,970	663	1.1	58,970	766	1.3
Region III										
304 Allentown, Pa.-N.J.	74	70,216	17,386	24.8	70,216	353	.5	39,297	492	1.3
311 Bridgeton, N.J.	33	24,620	8,138	33.1	24,298	2,531	10.4	15,893	120	.8
312 Chambersburg, Pa.	13	12,451	3,890	31.2	12,451	253	2.0	12,451	398	3.2
314 Erie, Pa.	47	35,380	10,927	30.9	35,380	607	1.7	35,380	388	1.1
316 Harrisburg, Pa.	33	53,032	15,870	29.9	53,032	3,819	7.2	53,032	231	.4
320 Lancaster, Pa.	27	24,421	9,260	37.9	24,421	535	2.2	24,421	372	1.5
326 Morristown, N.J.	22	15,744	5,975	38.0	15,744	116	.7	15,744	200	1.3
328 New Castle, Pa.	21	16,431	3,318	20.2	16,431	214	1.3	16,431	5	(c)
332 Paterson, N.J.	100	119,863	42,427	35.4	114,021	6,094	5.3	116,907	908	.8
334 Perth Amboy, N.J.	61	47,984	14,900	31.1	46,599	3,159	6.8	46,990	924	2.0
338 Pittsburgh, Pa.	183	296,923	64,116	21.6	293,870	22,432	7.6	295,863	1,078	.4
340 Reading-Pottstown, Pa.	71	49,718	16,539	33.3	48,718	944	1.9	49,718	211	.4
346 Trenton, N.J.	49	48,208	16,849	35.0	25,262	1,649	6.5	48,208	417	.9
352 Wilmington, Del.	56	50,020	14,421	28.8	50,020	5,959	11.9	50,020	572	1.1
Region IV										
402 Asheville, N.C.	25	17,948	7,484	41.7	17,948	299	1.7	17,948	1	(c)
410 Charlotte, N.C.	107	69,956	35,687	51.0	69,956	7,339	10.5	69,956	748	1.1
419 Elizabeth City, N.C.	6	2,310	608	26.3	2,310	298	12.9	2,310	0	0
421 Front Royal-Winchester, Va.	4	2,514	511	20.3	2,514	220	8.8	2,514	1	(c)
Region V										
506 Battle Creek, Mich.	27	23,573	7,887	33.5	23,573	903	3.8	23,573	137	.6
516 Columbus, Ohio	31	59,328	21,542	36.3	59,328	8,411	14.2	59,328	73	(c)
518 Dayton-Springfield, Ohio	41	111,309	41,653	37.4	73,636	7,096	9.6	111,309	409	.4
524 Fostoria-Tiffin-Findlay, Ohio	10	7,589	2,467	32.5	7,589	53	.7	7,589	46	(c)
526 Fremont-Port Clinton, Ohio	6	5,380	2,033	37.8	2,678	36	1.3	5,380	7	(c)
528 Grand Rapids, Mich.	54	34,656	13,138	37.9	28,926	546	1.8	29,926	184	.6
532 Jackson, Mich.	30	15,594	5,346	34.3	15,594	370	2.4	15,594	44	(c)
534 Kalamazoo, Mich.	30	15,903	4,833	30.4	15,903	135	.8	15,903	113	.7
536 Lansing, Mich.	23	32,376	6,496	20.1	15,961	223	1.4	32,376	83	(c)
542 Loraine-Elyria, Ohio	12	19,958	5,718	28.7	19,958	1,159	5.8	19,958	121	.6
544 Louisville, Ky.-Ind.	84	91,069	28,578	31.4	91,069	8,776	9.6	91,069	271	.3
546 Mansfield, Ohio	15	16,804	5,297	31.5	16,804	514	3.1	16,804	77	(c)
548 Marion, Ohio	18	9,930	2,302	23.2	9,930	45	.5	9,930	76	(c)
550 Monroe, Mich.	13	6,089	1,444	23.7	6,089	70	1.1	6,089	30	(c)
557 Owosso, Mich.	8	4,512	2,420	53.6	4,512	0	0	4,512	53	(c)
560 Piqua-Sidney-Troy, Ohio	18	14,220	5,498	38.7	14,220	205	1.4	14,220	56	(c)
562 Pontiac, Mich.	15	31,525	8,708	27.6	6,550	471	7.2	31,525	19	(c)
564 Port Huron, Mich.	16	11,153	3,415	30.6	11,153	240	2.2	11,153	169	1.5
568 Saginaw-Bay City, Mich.	33	41,700	10,278	24.6	25,113	106	.4	38,923	40	(c)
570 Sandusky, Ohio	10	5,217	1,822	34.9	5,217	466	8.9	5,217	97	(c)
574 Toledo, Ohio-Mich.	36	67,342	21,754	32.3	52,794	4,125	7.8	60,675	393	.6
576 Youngstown-Warren-Sharon, Ohio-Pa.	54	103,973	26,360	25.4	91,600	8,463	9.0	99,874	566	.6
578 Zanesville, Ohio	9	6,308	2,479	39.3	6,308	182	2.9	6,308	0	0
Region VI										
608 Beloit-Janesville, Wis.-Ill.	19	17,345	5,517	31.8	17,345	227	1.3	17,345	117	.7
619 Connersville, Ind.	7	6,993	2,098	30.0	6,993	100	1.4	6,993	0	0
631 Fond du Lac, Wis.	10	4,293	1,864	43.0	4,293	0	0	4,293	3	(c)
633 Freeport, Ill.	10	4,351	1,990	45.7	4,351	78	1.8	4,351	50	(c)
634 Galesburg, Ill.	8	3,513	1,342	38.2	3,513	70	2.0	3,513	18	(c)
637 Green Bay, Wis.	17	6,754	1,472	21.8	6,754	54	.8	6,754	219	3.2
642 Indianapolis, Ind.	89	102,405	35,394	34.6	71,162	7,468	10.5	77,405	522	.7
645 Joliet, Ill.	31	24,537	7,286	29.7	24,537	1,110	4.5	24,537	30	(c)
647 Kenosha, Wis.	11	17,135	4,329	25.3	17,135	164	1.0	17,135	27	(c)
649 Kokomo, Ind.	11	9,803	3,305	33.7	9,353	219	4.0	9,803	27	(c)
659 Manitowoc, Wis.	16	12,238	2,603	21.3	12,238	10	.1	12,238	118	1.0
661 Marion, Ind.	15	9,656	3,629	37.6	9,656	388	4.0	9,656	98	(c)
664 Milwaukee, Wis.	194	192,239	59,749	31.1	192,339	4,316	2.2	188,004	1,866	1.0
670 New Castle, Ind.	5	6,723	1,834	27.3	6,723	74	1.1	6,723	1	(c)
675 Peoria, Ill.	30	38,945	11,467	29.4	38,945	633	1.6	38,945	100	.3
686 Sturgeon Bay, Wis.	3	6,079	964	15.9	6,079	60	1.0	6,079	4	(c)
Region VII										
708 Augusta, Ga.-S.C.	23	11,755	4,600	39.1	9,353	3,150	33.7	11,755	28	(c)
709 Biloxi-Gulfport, Miss.	21	3,943	1,377	34.9	3,943	729	18.5	3,943	36	(c)
712 Brunswick, Ga.	8	16,439	3,111	18.9	16,439	3,454	21.0	16,439	0	0
732 Jackson, Miss.	20	6,101	2,134	35.0	6,101	1,749	28.7	6,101	25	(c)
734 Jacksonville, Fla.	59	37,614	11,042	29.4	37,614	7,146	19.0	37,614	167	.4
760 Panama City, Fla.	4	15,421	3,215	20.8	15,421	2,681	17.4	15,421	0	0
764 Pensacola, Fla.	9	11,684	2,600	22.3	11,684	1,948	16.7	11,684	0	0
766 Rome, Ga.-Ala.	21	15,278	6,905	45.2	14,729	576	3.9	15,278	11	(c)
776 Tampa, Fla.	56	34,831	9,159	26.3	34,831	3,421	9.8	34,831	107	.3
780 Vicksburg, Miss.	3	1,255	419	33.4	1,255	213	17.0	1,255	0	0

See footnotes at end of table.

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Labor market area by adequacy of labor supply a/ and region	All establishments: Employment: Number	All establishments: Employment: Total	All establishments: Employment: Women: Number	All establishments: Employment: Women: Percent of total	Employment in establishments reporting number of nonwhites employed: Total	Employment in establishments reporting number of nonwhites employed: Nonwhites: Number	Employment in establishments reporting number of nonwhites employed: Nonwhites: Percent of total	Employment in establishments reporting number of part-time workers employed: Total	Employment in establishments reporting number of part-time workers employed: Part-time: Number	Employment in establishments reporting number of part-time workers employed: Part-time: Percent of total
Group II b/ - continued										
Region VIII										
804 Cedar Rapids, Iowa	16	14,535	4,503	31.0	14,535	108	.7	14,535	65	(c)
816 Grand Island, Nebr.	4	3,785	1,778	47.0	3,785	12	.3	3,785	9	(c)
820 Lincoln, Nebr.	12	8,036	3,912	48.7	8,036	56	.7	8,036	124	1.5
834 Sioux Falls, S.D.	3	5,304	2,158	40.7	5,304	12	.2	5,304	0	0
836 Waterloo, Iowa	8	13,571	4,068	30.0	13,571	456	3.4	13,571	33	(c)
Region IX										
924 Pine Bluff, Ark.	4	9,825	4,438	45.2	9,825	4,594	46.8	9,825	1	(c)
936 Wichita, Kans.	35	53,783	20,335	37.8	53,783	1,375	2.6	53,783	105	.2
Region X										
014 Beaumont, Tex.	40	52,645	6,018	11.4	52,645	7,119	13.5	52,645	23	(c)
026 Fort Worth, Tex.	37	40,842	13,044	31.9	40,842	3,125	7.7	40,842	105	.3
028 Galveston, Tex.	15	11,356	1,617	14.2	11,356	2,431	21.4	11,356	0	0
042 New Orleans, La.	92	86,017	22,335	26.0	80,518	17,322	21.5	86,017	413	.5
Region XI										
X14 Great Falls, Mont.	4	3,717	966	26.0	3,717	9	.2	3,717	1	(c)
X18 Pocatello, Idaho	9	2,481	692	27.9	2,481	17	.7	2,481	10	(c)
X20 Provo, Utah	5	3,972	491	12.4	3,972	1	(d)	3,972	0	0
X26 Salt Lake City, Utah	40	12,078	3,916	32.4	12,078	246	2.0	12,052	242	2.0
Region XII										
804 Bakersfield, Calif.	13	4,632	1,810	39.1	4,408	139	3.2	4,408	23	(c)
818 Everett, Wash.	6	7,576	1,682	22.2	7,576	9	.1	7,576	0	0
820 Fresno-Madera, Calif.	12	4,529	1,934	42.7	4,529	258	5.7	4,529	49	(c)
826 Longview-Kelso, Wash.	4	2,480	608	24.5	2,480	0	0	2,480	4	(c)
834 Phoenix, Ariz.	10	13,939	5,132	36.8	13,939	443	3.2	13,939	0	0
838 Reno, Nev.	5	3,008	1,130	37.6	3,008	62	2.1	3,008	38	(c)
842 San Bernardino-Riverside, Calif.	25	29,799	11,135	37.4	29,799	1,462	4.9	29,799	466	1.6
848 San Jose, Calif.	10	9,249	1,623	17.5	9,249	37	.4	9,249	11	(c)
856 Spokane, Wash.	25	19,536	7,029	36.0	19,536	93	.5	19,428	267	1.4
858 Stockton, Calif.	21	15,904	4,713	29.6	15,904	965	6.1	15,904	361	2.3
860 Tucson, Ariz.	3	5,904	2,200	37.3	5,904	190	3.2	5,904	0	0
Group III b/	2,380	2,011,045	683,248	34.0	1,898,446	136,691	7.2	1,998,443	9,214	.5
Region I										
101 Ansonia, Conn.	21	12,292	3,467	28.2	12,292	502	4.1	12,292	187	1.5
116 Brockton, Mass.	36	17,558	8,055	45.9	16,726	266	1.6	17,558	66	(c)
123 Concord, N.H.	8	2,370	891	37.6	1,870	0	0	1,870	27	(c)
128 Fall River, Mass.	25	18,233	9,915	54.4	18,233	55	.3	17,457	357	2.0
142 Lowell, Mass.	32	17,383	9,002	51.8	17,383	17	.1	17,383	71	(c)
143 Lynn-Salem, Mass.	35	48,401	17,409	36.0	48,401	241	.5	48,401	100	.2
151 Nashua, N.H.	12	10,056	4,637	46.1	10,056	4	(d)	10,056	111	1.1
162 Norwalk, Conn.	17	6,696	2,973	44.4	6,696	334	5.0	6,696	213	3.2
166 Pittsfield, Mass.	17	18,449	6,412	34.8	18,449	210	1.1	18,449	90	(c)
182 Stamford, Conn.	27	19,145	7,278	38.0	18,328	634	3.5	19,145	282	1.5
198 Worcester, Mass.	73	46,519	14,202	30.5	46,519	167	.4	46,519	213	.5
Region II										
210 Binghamton, N.Y.	24	39,702	15,164	38.2	39,702	112	.3	39,702	232	.6
218 Dunkirk, N.Y.	11	5,683	1,447	25.5	5,683	6	.1	5,683	42	(c)
220 Elmira, N.Y.-Pa.	26	33,243	12,384	37.3	33,243	288	.9	33,243	261	.8
232 Jamestown, N.Y.	22	9,757	3,108	31.9	9,757	111	1.1	9,757	65	(c)
258 Utica-Rome, N.Y.	61	56,689	20,449	36.1	56,689	536	.9	56,689	350	.6
Region III										
324 Long Branch, N.J.	19	20,369	9,132	44.8	8,966	196	2.2	19,259	91	(c)
350 Williamsport, Pa.	36	26,551	7,408	27.9	26,551	132	.5	26,551	42	(c)
354 York, Pa.	41	24,326	6,409	26.3	24,326	191	.8	24,079	81	(c)
Region IV										
418 Durham-Raleigh, N.C.	27	18,156	8,476	46.7	18,156	3,010	16.6	18,156	18	(c)
422 Hagerstown, Md.-W.Va.	17	12,602	4,427	35.1	12,602	162	1.3	12,601	0	0
428 Lynchburg, Va.	14	9,569	4,881	51.0	9,569	890	9.3	9,569	32	(c)
440 Roanoke, Va.	8	6,909	2,395	34.7	6,909	314	4.5	6,909	10	(c)
Region V										
512 Cincinnati, Ohio-Ky.	98	111,011	39,490	35.6	111,011	11,977	10.8	111,011	388	.3
522 Flint, Mich.	16	60,329	15,675	26.0	2,420	16	.7	36,879	52	(c)
529 Holland, Mich.	12	4,097	1,527	37.3	4,097	0	0	4,097	54	(c)
530 Hamilton-Middletown, Ohio	15	19,609	4,836	24.7	19,609	813	4.1	19,609	45	(c)
531 Ionia-Belding-Greenville, Mich.	5	4,685	2,190	46.7	4,685	4	.1	4,685	0	0
554 Newark, Ohio	6	7,566	2,259	29.3	7,566	49	.6	7,566	49	(c)
572 Steubenville, Ohio-W.Va.	24	25,156	3,350	13.3	25,156	1,384	5.5	25,154	1	(c)
Region VI										
603 Appleton, Wis.	25	14,261	3,954	27.7	14,261	27	.2	14,261	25	(c)
610 Bloomington-Burns City, Ind.	11	12,490	5,088	40.7	12,490	105	.8	12,490	23	(c)
618 Columbus, Ind.	15	10,093	3,921	38.8	7,630	37	.5	10,093	52	(c)
620 Danville, Ill.-Ind.	23	9,491	2,117	22.3	9,149	314	3.4	9,491	3	(c)
624 Eau Claire, Wis.	7	3,755	1,329	35.4	3,755	1	(d)	3,755	0	0
630 Evansville, Ind.-Ky.	32	54,015	14,767	27.3	47,562	1,697	3.6	53,305	2	(c)
650 La Crosse, Wis.	10	8,814	3,829	43.4	8,814	16	.2	8,814	196	2.2
651 Lafayette, Ind.	12	9,353	2,210	23.6	5,084	12	.2	9,353	47	(c)
672 Oshkosh, Wis.	14	5,264	1,853	35.2	5,264	1	(d)	5,264	28	(c)
676 Quincy, Ill.	13	7,466	2,481	33.2	7,466	181	2.4	7,466	4	(c)
681 Sheboygan, Wis.	15	8,636	2,201	25.5	8,636	0	0	8,636	86	(c)
689 Terre Haute, Ind.-Ill.	27	11,537	3,135	27.2	11,537	368	3.2	11,537	30	(c)
694 Wausau, Wis.	13	5,950	2,279	38.3	5,950	3	.1	5,950	42	(c)
Region VII										
704 Anniston, Ala.	21	15,263	5,297	34.7	15,263	2,206	14.5	15,263	6	(c)
706 Atlanta, Ga.	105	73,923	29,276	39.6	69,097	8,831	12.8	73,923	161	.2
710 Birmingham, Ala.	73	49,843	7,930	15.9	49,843	17,984	36.1	49,843	40	(c)
716 Chattanooga, Tenn.-Ga.	60	31,085	12,072	38.8	31,085	4,291	13.8	31,085	8	(c)

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments, by labor market area, July 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Group III b/ - continued										
Region VII - continued										
720 Columbia, S.C.	10	10,955	4,858	44.3	10,955	1,652	15.1	10,955	2	(c)
724 Florence, Ala.	5	5,938	1,371	23.1	5,938	804	13.5	5,938	0	0
726 Gadsden, Ala.	11	15,866	4,674	29.5	15,866	2,226	14.0	15,866	12	(c)
728 Greenville, S.C.	42	22,563	10,426	46.2	22,563	1,357	6.0	22,563	29	(c)
730 Huntsville, Ala.	5	13,088	5,342	40.8	13,088	2,533	19.4	13,088	1	(c)
736 Kingsport-Bristol, Tenn.-Va.	30	31,957	13,075	40.9	31,957	385	1.2	31,957	16	(c)
740 Lakeland, Fla.	8	2,763	699	25.3	2,763	44	1.6	2,763	12	(c)
748 Miami, Fla.	30	23,297	8,606	36.9	23,297	2,710	11.6	23,297	135	.6
754 Montgomery, Ala.	13	7,800	3,096	39.7	7,800	2,106	27.0	7,800	212	2.7
756 Nashville, Tenn.	41	26,937	11,778	43.7	26,937	2,520	9.4	26,937	44	(c)
758 Orlando, Fla.	13	4,016	1,382	34.4	4,016	623	15.5	4,016	3	(c)
770 Spartanburg, S.C.	36	22,313	10,024	44.9	22,313	1,855	8.3	22,313	66	(c)
772 Talladega, Ala.	8	14,770	5,936	40.2	14,770	2,697	18.3	14,770	28	(c)
778 Tuscaloosa, Ala.	8	3,619	809	22.4	3,619	1,255	34.7	3,619	17	(c)
Region VIII										
802 Burlington, Iowa-Ill.	3	5,814	2,055	34.7	5,814	76	1.3	5,814	10	(c)
808 Des Moines, Iowa	21	17,570	6,939	39.5	17,570	688	3.9	17,570	90	(c)
812 Duluth-Superior, Minn.-Wis.	28	22,913	3,167	13.8	22,913	69	.3	22,913	171	.7
822 Mason City, Iowa	4	2,313	488	18.5	2,313	33	1.4	2,313	27	(c)
824 Minneapolis-St. Paul, Minn.	127	108,653	36,725	33.8	108,653	1,434	1.3	108,653	644	.6
826 Newton, Iowa	4	3,548	1,117	31.5	3,548	0	0	3,548	3	(c)
828 Omaha-Council Bluffs, Nebr.-Iowa	34	35,032	12,912	36.9	34,078	2,422	7.1	34,078	679	2.0
832 Sioux City, Iowa-Nebr.	10	6,759	2,580	38.2	6,759	111	1.6	6,759	243	3.6
Region IX										
912 Kansas City, Mo.-Kans.	90	113,826	42,535	37.4	111,821	11,419	10.2	110,381	640	.6
916 McAlester, Okla.	3	6,306	2,222	35.2	6,306	1,079	17.1	6,306	0	0
920 Oklahoma City, Okla.	26	48,459	21,095	43.5	48,459	3,037	6.3	48,459	235	.5
934 Tulsa, Okla.	47	32,029	9,865	30.8	15,874	476	3.0	32,029	22	(c)
Region X										
008 Amarillo, Tex.	5	5,475	2,431	44.4	5,475	146	2.7	5,475	3	(c)
012 Baton Rouge, La.	13	14,159	1,400	9.9	14,159	3,095	21.9	14,159	0	0
018 Brownsville, Tex.	4	2,268	523	23.1	2,268	2	.1	2,268	0	0
020 Corpus Christi, Tex.	7	10,020	2,804	28.0	10,020	746	7.4	10,020	1	(c)
022 Dallas, Tex.	76	68,790	24,192	35.2	67,186	5,340	8.0	68,790	30	(c)
024 El Paso, Tex.	18	6,438	2,856	44.4	5,198	114	2.2	6,438	37	(c)
030 Houston, Tex.	103	92,751	16,116	17.4	92,206	11,351	12.3	92,751	382	.4
032 Lake Charles, La.	9	4,290	669	15.6	4,290	668	15.5	4,290	1	(c)
050 Shreveport, La.	24	21,967	6,323	28.8	21,967	4,059	18.5	21,967	61	(c)
052 Texarkana, Tex.-Ark.	11	15,533	5,933	38.2	15,533	3,425	22.0	15,533	0	0
056 Waco, Tex.	20	11,060	4,889	44.2	11,060	1,508	13.6	11,060	0	0
Region XI										
X02 Billings, Mont.	4	611	51	8.3	611	0	0	611	1	(c)
X04 Boise, Idaho	14	4,186	1,563	37.3	3,957	97	2.5	2,829	134	4.7
X10 Colorado Springs, Colo.	14	5,131	2,115	41.2	5,131	89	1.7	5,131	200	3.9
X12 Denver, Colo.	111	46,317	17,298	37.3	46,264	1,015	2.2	46,264	346	.7
X22 Pueblo, Colo.	13	9,805	1,696	17.3	9,805	262	2.7	9,805	97	(c)
Region XII										
X40 Sacramento, Calif.	11	16,864	7,250	43.0	16,864	667	4.0	16,864	250	1.5
Group IV	1,169	1,183,271	363,542	30.7	1,143,992	77,646	6.8	1,164,722	3,385	.3
Region I										
139 Lawrence, Mass.	28	30,323	14,552	48.0	30,323	54	.2	30,323	414	1.4
149 Middletown, Conn.	15	6,077	2,264	37.3	6,077	54	.9	6,077	72	(c)
Region II										
244 New York, N.Y.	351	521,439	168,957	32.4	497,486	28,333	5.7	519,563	1,903	.4
Region III										
306 Altoona, Pa.	20	26,794	5,890	22.0	26,794	128	.5	26,794	60	(c)
308 Atlantic City, N.J.	9	5,404	2,555	47.3	4,675	526	11.3	4,675	12	(c)
318 Johnstown, Pa.	31	32,711	1,509	4.6	32,711	632	1.9	32,711	0	0
342 Scranton, Pa.	126	84,357	20,173	23.9	84,357	69	.1	84,357	101	.1
Region IV										
408 Charleston, W.Va.	34	35,230	3,717	10.6	33,989	2,781	8.2	35,230	25	(c)
412 Clarksburg-Fairmont-Morgantown, W.Va.	50	25,055	3,321	13.3	25,055	1,205	4.8	25,055	0	0
414 Cumberland, Md.-W.Va.-Pa.	10	17,677	5,161	29.2	17,677	127	.7	17,677	0	0
426 Huntington, W.Va.-Ohio-Ky.	20	17,355	6,312	36.4	17,355	583	3.4	17,355	1	(c)
442 Rocky Mount-Wilson, N.C.	10	2,790	1,610	57.7	2,790	97	3.5	2,790	7	(c)
446 Wheeling, W.Va.-Ohio	41	23,780	5,049	21.2	22,524	943	4.2	21,780	6	(c)
Region V										
538 Lexington, Ky.	8	8,031	2,968	37.0	8,031	742	9.2	8,031	0	0
Region VII										
723 Decatur, Ala.	7	5,984	1,857	31.0	5,984	434	7.1	5,984	0	0
744 Memphis, Tenn.	50	45,120	15,211	33.7	38,117	11,018	28.9	44,945	19	(c)
Region IX										
914 Little Rock, Ark.	14	17,511	10,553	60.3	17,511	2,600	14.8	17,511	47	(c)
926 St. Joseph, Mo.	17	7,465	2,507	34.9	7,465	554	7.4	7,465	100	1.3
928 St. Louis, Mo.-Ill.	267	216,132	69,215	32.0	212,948	22,970	10.8	203,638	577	.3
930 Springfield, Mo.	6	1,666	980	58.2	1,666	10	.6	1,666	0	0
932 Topeka, Kans.	10	7,903	3,207	44.5	7,203	610	8.5	7,903	5	(c)
Region X										
004 Albuquerque, N.Mex.	8	3,055	1,296	42.4	2,842	30	1.1	2,780	20	(c)
010 Austin, Tex.	6	2,930	728	24.8	2,930	215	7.3	2,930	1	(c)
048 San Antonio, Tex.	31	38,192	13,850	36.3	38,192	2,931	7.7	38,192	15	(c)

See footnotes at end of table.

Employer report of current employment and employment of women, nonwhites, and part-time workers in ES-270 reporting establishments, by labor market area
July 1, 1944

Labor market area by adequacy of labor supply a/ and region	All establishments				Employment in establishments reporting number of nonwhites employed			Employment in establishments reporting number of part-time workers employed		
	Number	Employment			Total	Nonwhites		Total	Part-time	
		Total	Women			Number	Percent of total		Number	Percent of total
			Number	Percent of total						
Unclassified	3,196	1,715,475	585,952	34.2	1,701,598	108,123	6.4	1,707,100	7,764	.5
Region I	344	188,579	77,813	41.3	185,512	1,025	.6	188,579	2,159	1.1
Region II	171	91,599	35,043	38.1	88,756	1,304	1.5	90,227	1,439	1.6
Region III	324	248,092	50,999	20.6	246,362	5,022	2.0	248,092	390	.2
Region IV	432	236,340	72,372	30.6	235,472	30,798	13.1	236,280	185	.1
Region V	287	140,767	40,133	28.5	148,217	5,708	3.9	140,564	278	.2
Region VI	206	121,408	38,665	31.8	120,242	878	.7	117,585	226	.2
Region VII	634	337,677	150,621	44.6	337,677	42,652	12.6	337,677	647	.2
Region VIII	110	47,559	16,680	35.0	47,559	381	.8	47,559	381	.8
Region IX	276	133,027	56,156	42.2	132,240	6,192	4.7	133,027	757	.6
Region X	205	101,353	32,540	32.1	100,592	12,919	12.8	101,353	253	.2
Region XI	119	25,681	4,175	16.3	24,835	303	1.2	24,141	33	(c)
Region XII	78	34,093	9,876	29.0	33,040	1,941	5.9	33,016	1,169	3.5

a/ Labor market areas are classified according to adequacy of labor supply to meet demands over the next six months as follows:
Group I - Areas of current acute labor shortage.
Group II - Areas of labor stringency and those anticipating a labor shortage within six months.
Group III - Areas in which a slight surplus will remain after six months.
Group IV - Areas in which a substantial labor surplus will ... in after six months.

b/ Data for labor market areas reporting fewer than 3 firms are not shown; hence the totals do not equal the sum of the individual items.

c/ Percentage not computed: Less than 100 workers.

d/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service

(MAS)

Turnover rates for establishments reporting turnover data on ES-270, by major industry group,
June 1944

Code	Major industry group	All employees						Women				
		Number of establishments	Employment July 1, 1944	Turnover rates					Number of establishments	Employment July 1, 1944	Turnover rates	
				Separations				Accessions			Separations	Accessions
				Total	Quits	Layoffs	Other				Total	Quits	
	Total	14,768	14,222,828	7.0	4.9	0.6	1.5	7.4	14,717	4,507,742	8.5	6.8	10.1
	Mining (coal)	681	340,289	3.5	2.7	.3	.5	3.1	680	5,071	2.8	2.7	5.0
11	Anthracite mining	62	66,892	1.4	1.2	(a)	.2	1.3	62	470	.4	.4	7.9
12	Bituminous and other soft-coal mining	619	273,397	4.1	3.1	.3	.7	3.6	618	4,601	3.1	2.9	4.7
	Manufacturing	11,903	11,854,575	7.2	5.0	.6	1.6	7.5	11,862	3,790,783	8.8	7.0	10.1
19	Ordnance and accessories	853	1,220,051	6.9	4.7	.7	1.5	8.3	846	423,848	8.7	6.7	11.7
20	Food and kindred products	828	427,840	12.4	9.5	1.3	1.6	14.8	825	149,173	15.7	12.1	18.1
21	Tobacco manufactures	36	29,081	8.2	7.2	.3	.7	9.7	36	19,945	8.5	8.0	10.1
22	Textile-mill products	1,358	837,396	6.7	5.4	.4	.9	6.8	1,354	412,869	7.4	6.4	7.7
23	Apparel and other finished products made from fabrics and similar materials	710	272,031	8.5	7.2	.6	.7	9.5	710	217,264	8.9	7.8	10.0
25	Furniture and finished lumber products (except cooperage)	239	71,207	9.0	7.6	.2	1.2	10.7	239	21,846	12.3	10.7	15.6
26	Paper and allied products	375	222,555	6.9	5.7	.1	1.1	8.5	375	65,054	8.8	7.9	11.3
28	Chemicals and allied products	518	414,865	5.8	4.2	.3	1.3	7.5	516	118,766	7.5	6.1	11.7
29	Products of petroleum and coal	192	143,492	4.1	2.8	.4	.9	5.7	192	18,313	6.4	5.2	8.0
30	Rubber products	136	219,086	7.5	6.4	.1	1.0	8.5	136	82,883	9.6	8.8	10.8
31	Leather and leather products	395	184,227	6.3	5.1	.4	.8	7.1	392	94,534	7.4	6.4	8.7
32	Stone, clay, and glass products	362	205,863	7.3	5.3	.6	1.4	7.8	361	65,449	9.1	7.5	10.3
33	Iron and steel and their products	1,538	1,186,953	5.6	4.2	.2	1.2	6.2	1,535	207,037	8.8	7.4	10.7
34	Transportation equipment (except automobiles)	1,207	3,709,651	8.3	5.2	1.0	2.1	7.1	1,197	949,801	9.7	7.2	9.8
35	Nonferrous metals and their products	421	325,671	7.8	5.5	.7	1.6	7.4	419	71,748	8.9	6.9	9.4
36	Electrical machinery	729	907,937	6.2	4.5	.3	1.4	7.7	728	460,804	7.6	6.0	9.7
37	Machinery (except electrical)	1,474	978,197	5.5	3.8	.4	1.3	6.0	1,472	231,816	7.4	5.9	8.7
38	Automobiles and automobile equipment	183	232,679	6.1	4.1	.6	1.4	6.8	182	53,407	8.2	6.0	9.6
39	Miscellaneous manufacturing industries	349	265,793	6.1	4.1	.8	1.2	6.2	347	126,226	7.3	5.4	7.7
	Transportation, communication, and other public utilities	1,462	986,898	5.1	3.8	.2	1.1	5.8	1,463	294,860	5.3	4.3	7.1
40	Interstate railroads	169	166,262	3.5	2.8	(a)	.7	4.2	168	15,071	5.8	5.3	7.3
41	Local railways and bus lines	181	156,187	4.1	2.7	.1	1.3	4.2	183	14,492	7.1	5.5	10.6
42	Trucking and warehousing for hire	573	122,468	10.1	7.5	.5	2.1	11.5	573	26,859	7.5	5.9	11.3
43	Other transportation, except water transportation	113	62,437	6.2	3.6	.7	1.9	6.7	113	14,706	6.7	5.1	7.4
44	Water transportation	53	18,833	27.8	25.0	.4	2.4	29.6	53	907	8.9	6.9	12.6
45	Services allied to transportation, n.e.c.	37	40,534	9.1	6.0	1.3	1.8	11.7	37	13,960	9.2	7.5	15.5
46	Communication: Telephone, telegraph, and related services	136	240,833	3.7	2.9	(a)	.8	4.6	136	175,503	4.6	3.8	5.9
48	Utilities: Electric and gas	200	179,344	2.1	1.5	.1	.5	2.5	200	33,362	3.5	2.9	4.8
	Government	722	1,041,066	7.4	5.1	.3	2.0	9.8	712	417,028	8.1	6.4	11.8

a/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service

(446)

Turnover rates for establishments reporting turnover data on BS-270, by labor market area, June 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment July 1, 1944	Turnover rates					Number of establishments	Employment July 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Total b/	14,768	14,222,828	7.0	4.9	0.6	1.5	7.4	14,717	4,507,742	8.5	6.8	10.1
Group 1 b/	4,235	5,619,867	7.3	5.1	.5	1.7	7.4	4,223	1,730,706	8.8	7.1	10.0
Region I												
111 Biddeford-Sanford, Maine	13	10,550	5.4	4.3	.4	.7	5.1	13	4,854	7.3	6.2	7.2
133 Hartford, Conn.	56	73,121	4.2	2.3	.4	1.5	2.5	56	25,928	5.3	3.7	3.7
148 Meriden, Conn.	22	23,704	3.9	2.2	.6	1.1	3.4	22	9,551	4.7	2.6	4.4
152 New Bedford, Mass.	30	30,192	3.8	3.0	.1	.7	2.8	30	15,339	4.3	4.0	3.0
153 New Britain-Bristol, Conn.	34	42,535	3.7	2.8	.2	.7	3.5	34	16,224	4.7	4.2	4.9
157 Newport, R.I.	6	14,537	4.0	3.1	(c)	.9	3.2	6	4,005	7.2	6.7	6.9
167 Portland, Maine	20	31,846	5.9	4.4	(c)	1.5	5.6	20	6,411	8.8	7.9	10.7
189 Waterbury, Conn.	38	45,659	4.5	3.5	.2	.8	4.7	38	17,496	5.2	4.5	6.1
Region II												
212 Buffalo-Niagara Falls, N.Y.	196	230,888	5.0	3.3	.5	1.2	4.7	196	70,452	6.9	5.3	7.3
Region III												
330 Newark, N.J.	280	385,124	6.0	4.0	.6	1.4	5.9	278	129,532	6.6	5.0	7.3
336 Philadelphia, Pa.-N.J.	357	521,935	5.9	3.6	.7	1.6	5.8	357	154,546	8.0	5.5	8.0
344 Somerville, N.J.	22	22,616	5.5	3.8	(c)	1.7	6.6	22	6,827	7.4	6.2	9.9
Region IV												
404 Baltimore, Md.	137	219,121	8.1	5.2	.3	2.6	6.5	136	49,882	10.2	7.8	10.4
420 Elkton, Md.	4	10,898	11.7	9.2	.4	2.1	11.7	4	6,166	10.8	9.6	11.9
424 Hampton Roads, Va.	38	106,387	6.7	3.4	(c)	3.3	7.1	38	23,680	8.3	5.8	10.1
429 New Bern, N.C.	6	7,084	6.8	4.2	.2	2.4	11.7	6	2,715	9.1	7.2	16.0
432 Petersburg, Va.	13	11,428	5.5	4.4	.1	1.0	6.6	13	5,126	7.6	6.7	9.3
438 Richmond, Va.	24	27,223	7.7	5.3	.4	2.0	9.6	24	12,455	8.4	6.0	11.1
444 Washington, D.C.-Va.-Md.	30	50,968	5.4	3.1	.1	2.4	6.3	30	12,726	7.6	6.1	10.5
448 Wilmington, N.C.	12	19,902	10.6	5.2	.6	4.8	7.2	12	2,936	12.0	8.4	8.8
Region V												
502 Adrian, Mich.	16	7,981	7.3	6.2	.1	1.0	8.2	16	3,025	7.2	6.8	13.6
504 Akron-Kawenna, Ohio	27	113,412	5.0	4.2	(c)	.8	5.7	27	36,918	6.7	6.4	7.2
508 Benton Harbor, Mich.	20	8,816	8.4	6.4	.8	1.2	8.7	20	2,515	9.9	9.1	11.4
510 Canton-Massillon-Alliance, Ohio	45	66,811	5.3	4.1	.3	.9	6.9	45	18,135	7.5	6.5	12.6
514 Cleveland, Ohio	162	243,149	6.8	5.7	.1	1.0	8.3	162	75,239	7.1	6.2	9.5
520 Detroit, Mich.	278	628,566	5.6	4.1	.4	1.1	5.5	278	188,446	7.6	6.2	9.1
540 Lima, Ohio	8	19,149	7.8	6.5	.1	1.2	10.5	8	3,881	8.8	8.1	13.5
552 Muskegon, Mich.	22	28,876	7.6	5.2	.8	1.6	6.4	22	6,772	8.8	6.8	8.3
Region VI												
602 Anderson, Ind.	15	27,054	6.2	4.2	.8	1.2	7.1	15	8,585	8.5	6.0	10.6
605 Aurora-Elgin, Ill.	43	22,108	6.9	4.8	1.2	.9	7.8	43	8,628	8.7	6.6	10.3
615 Chicago, Ill.	701	590,041	7.4	5.7	.3	1.4	8.2	700	220,979	9.0	7.6	10.6
616 Chicago Heights-Harvey, Ill.	36	23,184	6.8	5.1	.2	1.5	7.6	36	5,736	9.9	8.5	11.6
622 DeKalb, Ill.	10	3,757	8.5	5.9	1.4	1.2	7.0	10	1,464	11.6	8.0	10.5
632 Fort Wayne, Ind.	53	53,437	5.5	4.4	.3	.8	6.8	53	19,701	7.7	6.5	9.4
635 Gary-Hammond-South Chicago, Ind.-Ill.	94	146,250	5.2	3.9	.2	1.1	5.6	92	26,934	8.0	6.9	9.6
657 Logansport, Ind.	11	5,386	8.7	6.2	.4	2.1	9.9	11	2,883	11.4	9.0	13.2
658 Madison-Marrimac, Wis.	20	17,267	8.2	7.0	.1	1.1	12.2	20	5,962	9.7	9.1	17.7
663 Michigan City-La Porte, Ind.	18	10,268	7.5	5.4	.1	2.0	8.9	18	3,178	8.3	7.6	11.2
665 Moline, Ill.-Iowa	44	44,344	5.8	4.3	.1	1.4	7.7	44	11,738	12.8	11.6	13.0
667 Muncie, Ind.	27	21,557	10.2	7.7	.5	2.0	10.0	27	6,288	15.8	13.2	16.1
677 Racine, Wis.	33	19,528	5.4	4.2	.3	.9	6.7	33	5,797	6.4	5.1	8.1
679 Richmond, Ind.	16	8,185	9.9	8.4	.1	1.4	9.4	16	2,946	13.2	11.9	11.6
680 Rockford, Ill.	41	26,931	7.4	4.7	1.2	1.5	.7	41	8,920	10.2	7.7	12.1
682 South Bend, Ind.-Mich.	58	65,813	5.6	3.8	.7	1.1	5.2	58	19,957	8.1	6.2	7.7
683 Springfield-Decatur, Ill.	41	37,530	7.1	5.3	.4	1.4	10.1	41	12,700	8.9	7.9	13.4
684 Sterling, Ill.	15	10,593	6.8	4.9	.9	1.0	15.4	15	3,809	6.3	5.2	16.0
692 Waukegan, Ill.	25	17,569	7.1	5.5	.6	1.0	7.2	25	6,568	8.4	7.2	8.9
Region VII												
714 Charleston, S.C.	17	40,441	9.2	5.6	.8	2.8	10.6	17	8,810	10.7	8.7	11.9
722 Columbus, Ga.-Ala.	24	20,578	12.8	9.4	.2	3.2	14.7	24	9,224	15.9	13.5	17.4
738 Knoxville, Tenn.	51	55,017	8.5	6.1	.9	1.5	6.5	50	13,759	7.5	6.8	7.3
742 Macon, Ga.	31	26,728	9.0	5.6	.1	3.3	10.1	31	14,122	10.6	7.0	12.4
752 Mobile, Ala.	26	59,340	10.1	6.2	.2	3.7	4.4	26	13,370	11.3	8.2	12.3
768 Savannah, Ga.	28	29,952	12.8	7.4	.2	5.2	13.1	28	7,265	13.4	10.6	13.7
Region VIII												
806 Clinton, Iowa	8	3,506	5.9	4.6	0	1.3	6.6	8	842	12.4	10.9	12.4
Region XI												
X08 Cheyenne, Wyo.	3	3,437	8.6	5.5	0	3.1	11.6	3	1,646	8.3	7.2	15.7
X16 Ogden, Utah	17	25,304	8.4	6.7	0	1.7	13.1	17	11,364	8.2	7.7	15.8
X27 Tooele, Utah	3	2,912	9.1	5.9	0	3.2	13.5	3	831	9.9	7.6	17.9
Region XII												
R24 Las Vegas, Nev.	7	4,673	15.1	12.3	.9	1.9	9.6	7	1,100	11.9	10.4	14.4
R28 Los Angeles, Calif.	410	473,005	10.7	7.1	1.1	2.5	8.6	407	146,293	12.1	9.3	10.0
R36 Portland-Vancouver, Ore.-Wash.	55	136,961	12.8	9.0	1.4	2.4	43.7	55	39,437	12.7	10.7	15.5
R44 San Diego, Calif.	30	74,004	8.7	6.0	.4	2.3	9.5	30	29,540	10.3	8.7	12.9
R46 San Francisco Bay, Calif.	198	311,832	10.5	7.3	.7	2.5	9.8	196	76,915	12.4	9.7	13.4
R50 Santa Ana, Calif.	18	7,542	12.2	10.2	.5	1.5	13.6	18	3,777	14.4	13.5	15.4
R54 Seattle-Bremerton, Wash.	50	128,741	9.0	6.2	.4	2.4	10.3	50	38,735	10.7	8.8	16.1
R59 Tacoma, Wash.	34	35,961	8.9	6.2	.2	2.5	11.9	34	9,756	12.8	10.2	19.8
R62 Ventura-Oxnard, Calif.	3	9,604	8.9	7.8	0	1.1	12.8	3	2,481	13.0	12.5	23.6
Group II b/	3,811	3,703,586	6.4	4.6	.4	1.4	7.0	3,798	1,168,480	8.0	6.4	9.7
Region I												
108 Bath, Maine	7	13,731	6.3	4.1	.1	2.1	4.9	7	2,545	9.6	8.0	6.4
112 Boston-Quincy-Hingham, Mass.	209	244,474	6.1	4.0	.8	1.3	4.9	207	76,311	8.7	6.2	7.2
114 Bridgeport, Conn.	66	75,296	4.5	3.3	.1	1.1	4.1	66	27,866	5.7	4.9	5.5
122 Claremont-Springfield, N.H.-Vt.	25	13,201	4.7	3.6	.1	1.0	4.6	25	3,391	6.5	5.6	8.3
129 Fitchburg, Mass.	44	23,278	4.4	3.5	.3	.6	5.6	44	9,573	5.3	4.8	7.5
140 Lewiston, Maine	19	10,882	6.7	6.0	.1	.6	7.1	17	4,628	7.1	6.7	8.4
145 Manchester, N.H.	26	13,612	5.4	4.4	.1	.9	5.6	26	6,485	7.1	6.3	7.2
154 New Haven, Conn.	55	40,859	5.0	3.4	.6	1.0	5.3	55	15,823	5.6	4.3	7.0
155 New London-Groton, Conn.	14	18,637	6.0	4.4	.1	1.5	6.4	14	4,492	9.9	8.0	10.0
163 Norwich, Conn.	16	7,469	4.7	3.8	.1	.8	4.1	16	3,321	6.0	5.2	5.6
168 Portsmouth, N.H.-Maine	14	23,890	3.0	2.3	(c)	.7	4.6	14	5,461	4.6	4.0	10.9
169 Providence-Pawtucket-Woonsocket, R.I.-Mass.	250	115,644	5.9	4.3	.5	1.1	6.2	250	51,880	7.7	6.2	8.1
180 Springfield-Holyoke-Northampton, Mass.	95	84,632	5.2	3.3	1.0	.9	4.8	95	32,300	6.3	4.7	6.2
185 Torrington, Conn.	13	10,224	3.2	2.5	(c)	.7	3.0	13	3,402	3.9	3.7	4.1

See footnotes at end of table.

Turnover rates for establishments reporting turnover data on BS-270, by labor market area, June 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment July 1, 1944	Turnover rates					Number of establishments	Employment July 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Group II b/ - continued												
Region II												
202 Albany-Schenectady-Troy, N.Y.	82	101,050	3.8	2.3	.1	1.4	3.9	80	29,161	4.5	3.1	4.8
206 Auburn, N.Y.	14	9,023	5.2	3.8	.3	1.1	4.5	14	3,488	6.9	4.7	5.8
208 Batavia, N.Y.	11	7,025	7.4	4.5	2.4	.5	20.2	11	2,799	11.2	7.3	25.0
224 Geneva, N.Y.	18	8,043	7.1	4.1	1.1	1.9	8.5	18	2,460	11.7	7.4	13.7
236 Massena, N.Y.	6	7,935	6.3	3.7	.3	2.3	8.1	6	1,642	7.1	6.1	13.8
252 Rochester, N.Y.	96	76,996	4.4	3.5	.2	.7	5.2	96	31,816	5.2	4.6	6.9
256 Syracuse, N.Y.	64	58,970	5.3	4.5	.1	.7	7.2	64	20,947	7.1	6.4	10.7
Region III												
304 Allentown, Pa.-N.J.	74	70,216	3.4	2.4	.3	.7	4.0	74	17,386	6.6	5.3	7.4
311 Bridgeton, N.J.	33	24,620	7.1	4.9	.7	1.5	8.0	33	6,144	10.2	7.4	12.4
312 Chambersburg, Pa.	13	12,451	6.2	2.7	2.0	1.5	5.1	13	3,890	7.0	4.8	9.5
314 Erie, Pa.	47	35,380	4.9	3.6	.5	.8	5.3	46	10,924	6.7	5.2	7.5
316 Harrisburg, Pa.	33	53,032	4.7	1.2	.1	1.4	6.5	33	15,870	5.9	4.5	7.8
320 Lancaster, Pa.	27	24,421	4.5	3.4	(a)	1.1	6.9	27	9,260	6.4	5.3	10.8
326 Morristown, N.J.	20	15,114	4.9	3.3	.4	1.2	3.7	20	2,350	8.6	4.6	6.2
328 New Castle, Pa.	20	16,207	3.2	2.2	.2	.8	3.6	20	3,298	4.3	3.7	6.4
332 Paterson, N.J.	100	119,863	4.7	3.1	.5	1.1	3.8	99	40,150	5.7	4.2	5.3
334 Perth Amboy, N.J.	61	47,984	5.2	2.8	.6	1.8	6.1	61	14,900	6.6	4.1	8.0
338 Pittsburgh, Pa.	178	291,824	4.4	3.0	.3	1.1	4.9	178	63,722	6.3	5.3	8.1
340 Reading-Pottstown, Pa.	71	49,718	5.7	3.0	1.9	.8	5.1	71	16,539	6.8	4.2	7.1
346 Trenton, N.J.	49	48,208	4.2	3.0	.2	1.0	5.5	49	16,849	5.5	4.5	6.1
352 Wilmington, Del.	56	50,020	6.0	4.2	.4	1.4	8.1	56	14,421	7.2	5.3	10.3
Region IV												
402 Asheville, N.C.	25	17,948	6.0	4.4	.1	1.5	8.0	25	7,484	7.3	5.8	10.4
410 Charlotte, N.C.	107	69,956	7.8	6.0	.1	1.7	8.3	107	35,687	7.8	6.6	8.7
419 Elizabeth City, N.C.	6	2,310	8.9	5.7	1.4	1.8	9.5	6	608	8.4	7.1	11.0
421 Front Royal-Winchester, Va.	4	2,514	4.1	3.1	0	1.0	6.0	4	511	3.9	3.9	8.2
Region V												
506 Battle Creek, Mich.	27	23,573	7.3	6.0	.1	1.2	8.2	27	7,887	10.8	9.8	13.6
516 Columbus, Ohio	31	59,328	7.7	5.9	.2	1.6	9.7	31	21,548	7.7	6.2	10.5
518 Dayton-Springfield, Ohio	41	111,309	5.8	4.4	.1	1.3	7.6	41	41,653	7.1	5.9	10.9
524 Fostoria-Tiffin-Findlay, Ohio	10	7,589	4.9	3.9	.2	.8	6.5	10	2,467	5.2	4.5	11.1
526 Fremont-Port Clinton, Ohio	6	5,380	5.5	4.2	0	1.3	6.7	6	2,033	6.5	5.7	9.3
528 Grand Rapids, Mich.	53	34,359	6.9	5.0	.4	1.5	10.9	53	13,117	8.9	7.1	15.0
532 Jackson, Mich.	30	15,594	5.5	3.9	.5	1.1	7.1	30	5,346	7.4	5.8	12.3
534 Kalamazoo, Mich.	30	15,903	5.9	3.6	1.3	1.0	6.3	30	4,833	7.0	5.6	10.5
536 Lansing, Mich.	23	32,376	7.0	5.1	.7	1.2	7.9	23	6,496	10.4	6.5	18.1
542 Lorain-Elyria, Ohio	12	19,958	5.1	4.3	(a)	.8	7.2	12	5,718	9.2	8.6	13.9
544 Louisville, Ky.-Ind.	81	88,162	8.7	6.9	.3	1.5	10.6	81	27,768	12.7	11.0	16.7
546 Mansfield, Ohio	15	16,804	5.6	4.5	.1	1.0	7.3	15	5,297	6.7	5.9	10.6
548 Marion, Ohio	18	9,930	11.0	5.3	4.0	1.7	8.8	18	2,302	17.4	7.6	12.1
550 Monroe, Mich.	13	6,089	7.4	3.2	3.1	1.1	6.8	13	1,444	15.6	2.6	9.4
557 Owosso, Mich.	8	4,512	10.3	8.4	0	1.9	9.4	8	2,420	12.0	10.3	9.8
560 Piqua-Sidney-Troy, Ohio	18	14,220	6.0	4.5	.1	1.4	8.0	18	5,498	6.9	5.8	11.6
562 Pontiac, Mich.	15	31,525	7.0	5.0	(a)	2.0	7.1	15	8,708	9.5	8.2	11.9
564 Port Huron, Mich.	16	11,153	6.7	4.6	1.0	1.1	6.3	16	3,415	8.0	6.7	9.3
568 Saginaw-Bay City, Mich.	33	41,700	7.2	4.2	1.8	1.2	5.0	33	10,278	9.5	5.3	7.9
570 Sandusky, Ohio	10	5,217	7.5	5.2	1.3	1.0	9.7	10	1,622	10.3	6.0	12.1
574 Toledo, Ohio-Mich.	36	67,342	5.7	3.7	.4	1.6	6.3	36	21,754	7.6	5.3	9.8
576 Youngstown-Warren-Sharon, Ohio-Pa.	54	103,973	4.1	3.0	.1	1.0	5.3	54	26,360	6.1	5.1	6.2
578 Zanesville, Ohio	9	6,308	10.0	8.8	.1	1.1	16.0	9	2,479	14.1	12.9	26.5
Region VI												
608 Beloit-Janesville, Wis.-Ill.	19	17,345	5.2	3.9	.1	1.2	7.8	19	5,517	6.1	5.5	11.7
619 Connersville, Ind.	7	6,993	10.7	9.4	(a)	1.3	11.9	7	2,098	15.6	14.6	17.2
631 Fond du Lac, Wis.	10	4,293	4.4	4.0	(a)	.4	5.1	10	1,844	5.7	5.6	7.3
633 Freeport, Ill.	10	4,351	6.0	4.9	(a)	1.1	9.3	10	1,990	6.5	6.2	12.3
634 Galesburg, Ill.	8	3,513	8.8	6.3	.5	2.0	8.7	8	1,342	11.8	8.6	11.8
637 Green Bay, Wis.	17	6,754	4.6	3.5	.2	.9	19.7	17	1,472	6.6	5.7	27.0
642 Indianapolis, Ind.	88	101,815	8.0	6.1	.5	1.4	8.1	86	34,152	10.2	7.8	10.5
645 Joliet, Ill.	31	24,537	6.8	5.1	.4	1.3	8.2	31	7,286	8.4	6.9	14.0
647 Kenosha, Wis.	11	17,135	4.0	2.8	.4	.8	3.9	11	4,329	5.7	4.8	6.0
649 Kokomo, Ind.	11	9,803	6.8	4.7	.6	1.5	7.7	11	3,305	9.0	6.5	11.2
659 Manitowoc, Wis.	16	12,238	3.7	2.8	.1	.8	8.2	16	2,603	6.4	5.8	12.3
661 Marion, Ind.	15	9,656	8.9	6.6	.8	1.5	7.1	15	3,629	11.6	9.3	9.3
664 Milwaukee, Wis.	194	192,339	5.3	4.4	.1	.8	7.1	193	59,077	7.5	6.9	11.9
670 New Castle, Ind.	5	6,723	7.3	5.4	(a)	1.9	8.5	4	1,649	13.0	12.3	11.8
675 Peoria, Ill.	30	38,945	8.1	6.2	.5	1.4	9.6	30	11,467	11.3	10.7	16.4
686 Sturgeon Bay, Wis.	3	6,079	8.0	4.5	(a)	3.5	7.1	3	964	10.3	8.0	11.3
Region VII												
708 Augusta, Ga.-S.C.	22	11,283	9.4	6.9	.3	2.2	10.0	22	4,357	11.7	9.7	14.0
709 Biloxi-Gulfport, Miss.	21	3,943	12.4	8.6	2.3	1.5	15.9	21	1,377	16.4	12.8	13.2
712 Brunswick, Ga.	8	16,439	16.6	7.0	.7	8.9	13.2	8	3,111	18.5	8.7	10.7
732 Jackson, Miss.	20	6,101	8.7	6.3	.7	1.7	9.8	20	2,134	12.4	10.3	12.4
734 Jacksonville, Fla.	59	37,614	12.3	7.9	.2	4.2	12.9	59	11,042	12.7	10.5	15.5
760 Panama City, Fla.	4	15,421	19.8	14.2	1.4	4.2	10.0	4	3,215	21.5	17.0	10.6
764 Pensacola, Fla.	9	11,864	8.3	4.4	.6	3.3	8.6	9	2,600	7.3	5.7	6.7
766 Rome, Ga.-Ala.	21	15,278	10.0	8.2	.2	1.6	10.6	21	6,905	9.4	8.1	10.5
776 Tampa, Fla.	56	34,831	9.6	6.8	.7	2.1	8.8	56	9,159	11.8	9.5	11.5
780 Vicksburg, Miss.	3	1,255	12.4	10.4	0	2.0	11.2	3	419	13.6	13.1	17.7
Region VIII												
804 Cedar Rapids, Iowa	16	14,535	7.2	5.4	.4	1.4	6.9	16	4,503	10.4	8.6	10.5
816 Grand Island, Nebr.	4	3,785	10.3	9.3	.1	.9	17.3	4	1,778	10.6	10.3	24.5
820 Lincoln, Nebr.	12	8,036	8.6	7.5	.1	1.0	15.7	12	3,912	10.2	9.4	20.6
834 Sioux Falls, S.D.	3	5,304	7.6	6.5	0	1.1	12.7	3	2,158	8.6	8.0	15.7
836 Waterloo, Iowa	8	13,571	7.9	7.1	(a)	.8	9.9	8	4,068	9.2	8.8	10.8
Region IX												
924 Pine Bluff, Ark.	4	9,825	9.8	6.4	(a)	3.4	8.8	4	4,438	12.0	8.2	11.4
936 Wichita, Kans.	35	53,783	9.1	8.0	.9	2.2	8.0	35	20,335	10.3	7.1	10.4
Region X												
014 Beaumont, Texas	40	52,645	9.0	6.5	.2	2.3	9.9	37	5,902	10.6	9.5	12.2
026 Fort Worth, Texas	37	40,842	10.9	7.9	.7	2.3	10.9	37	13,044	13.5	10.8	13.8
028 Galveston, Texas	15	11,356	12.2	9.0	.2	3.0	13.4	15	1,617	12.9	11.4	11.4
042 New Orleans, La.	92	86,017	10.8	7.4	.8	2.6	11.2	92	22,335	12.7	10.5	15.0

See footnotes at end of table.

Turnover rates for establishments reporting turnover data on ES-270, by labor market area, June 1944

Labor market area by adequacy of labor supply a/ and region	All employees: Number of establishments	All employees: Employment July 1, 1944	All employees: Turnover rates: Separations: Total	Quits	Layoffs	Other	Accessions	Women: Number of establishments	Employment July 1, 1944	Turnover rates: Separations: Total	Quits	Accessions
Group II b/ - continued												
Region VI												
X14 Great Falls, Mont.	4	3,717	6.1	3.7	0	2.4	6.2	4	966	9.2	6.5	11.4
X18 Pocatello, Idaho	9	2,481	10.3	8.7	.2	1.4	11.6	9	892	12.6	11.7	11.1
X20 Provo, Utah	5	3,972	8.9	5.9	.3	2.7	11.9	5	491	7.9	7.3	9.4
X26 Salt Lake City, Utah	38	11,400	7.5	5.4	.9	1.2	8.7	40	3,916	7.0	6.6	8.6
Region XII												
X04 Bakersfield, Calif.	13	4,632	10.6	9.0	(c)	1.6	12.4	13	1,810	9.2	8.5	14.1
X18 Everett, Wash.	6	7,576	9.8	6.3	1.2	2.3	7.4	6	1,682	11.4	8.9	13.5
X20 Fresno-Madera, Calif.	12	4,529	12.0	9.6	.4	2.0	12.8	12	1,934	11.3	9.5	14.0
X26 Longview-Kelso, Wash.	4	2,480	13.9	12.1	0	1.8	14.4	4	608	18.9	18.9	23.8
X34 Phoenix, Ariz.	10	13,939	10.7	8.8	.2	1.7	12.1	10	5,132	9.7	9.2	9.9
X38 Reno, Nev.	5	3,008	14.2	12.0	.1	2.1	16.6	5	1,130	13.1	11.2	15.9
X42 San Bernardino-Riverside, Calif.	24	29,661	11.8	8.0	1.6	2.2	11.2	24	11,123	12.2	9.5	11.8
X46 San Jose, Calif.	10	9,249	10.7	5.1	.8	4.8	12.7	10	1,623	8.6	7.0	11.9
X56 Spokane, Wash.	25	19,536	9.7	8.2	.2	1.3	11.3	25	7,029	10.0	9.3	10.8
X58 Stockton, Calif.	21	15,904	15.2	10.5	1.1	3.6	18.0	21	4,713	13.7	10.2	17.9
X60 Tucson, Ariz.	3	5,904	7.9	6.3	0	1.6	9.2	3	2,200	8.6	7.0	11.0
Group III b/	2,372	2,008,725	7.4	5.4	.5	1.5	8.5	2,358	666,993	8.8	7.0	10.9
Region I												
101 Ansonia, Conn.	21	12,292	3.6	1.8	1.3	.5	2.7	20	3,397	6.2	3.2	5.9
116 Brockton, Mass.	36	17,558	4.5	3.3	.5	.7	5.1	36	8,055	6.6	5.1	7.1
123 Concord, N.H.	8	2,370	3.5	3.1	0	.4	7.3	8	891	4.0	3.9	10.2
128 Fall River, Mass.	25	18,233	4.8	4.0	.1	.7	4.0	25	9,915	5.4	4.8	4.5
142 Lowell, Mass.	32	17,383	5.4	4.6	.3	.5	8.4	32	9,002	6.2	5.8	10.4
143 Lynn-Salem, Mass.	35	48,401	4.0	2.6	.2	1.2	4.2	35	17,409	5.3	3.8	6.0
151 Nashua, N.H.	12	10,056	3.1	2.6	.1	.4	3.7	12	4,637	3.9	3.6	4.9
162 Norwalk, Conn.	17	6,696	6.8	4.8	1.2	.8	9.1	17	2,973	8.8	6.3	9.9
166 Pittsfield, Mass.	17	18,489	3.3	2.8	.1	.4	3.7	17	6,412	4.4	4.2	5.5
182 Stamford, Conn.	27	19,145	4.7	2.9	.5	1.3	5.2	27	7,278	5.5	3.7	7.4
198 Worcester, Mass.	73	46,519	4.1	2.7	.5	.9	3.7	73	14,202	6.2	4.4	6.6
Region II												
210 Binghamton, N.Y.	24	39,702	3.7	2.4	.2	1.1	4.4	24	15,164	4.2	3.2	6.6
218 Dunkirk, N.Y.	11	5,663	3.0	1.5	.4	1.1	2.7	11	1,447	3.7	3.0	3.0
220 Elmira, N.Y.-Pa.	26	33,243	5.4	4.3	.2	.9	7.0	26	12,384	6.9	6.2	10.9
232 Jamestown, N.Y.	22	9,757	5.3	2.7	2.0	.6	4.7	22	3,108	9.4	4.6	7.8
258 Utica-Rome, N.Y.	61	56,689	5.4	3.5	.6	1.3	5.3	61	20,449	7.1	5.1	7.7
Region III												
324 Long Branch, N.J.	19	20,369	4.8	3.6	.1	1.1	5.2	19	9,132	5.3	4.4	5.3
350 Williamsport, Pa.	36	26,551	4.3	2.7	.5	1.1	6.2	36	7,408	5.6	3.8	10.1
354 York, Pa.	41	24,326	3.6	2.5	.1	1.0	6.2	41	6,409	4.5	3.7	10.3
Region IV												
418 Durham-Raleigh, N.C.	27	18,156	5.6	4.2	.4	1.0	6.0	27	8,476	6.1	5.1	6.7
422 Hagerstown, Md.-W. Va.	17	12,602	3.6	2.3	.4	.9	4.3	17	4,427	4.7	3.9	6.2
428 Lynchburg, Va.	14	9,569	6.0	4.8	.1	1.1	7.4	14	4,881	6.3	5.4	7.8
440 Roanoke, Va.	8	6,909	4.4	3.6	(c)	.8	6.2	8	2,395	6.6	5.8	8.9
Region V												
512 Cincinnati, Ohio-Ky.	96	110,030	7.6	5.0	.1	2.5	3.4	95	39,093	9.7	6.7	11.2
522 Flint, Mich.	16	60,329	5.6	2.5	.8	2.3	5.5	16	15,675	7.8	4.2	10.3
529 Holland, Mich.	12	4,097	7.6	4.7	1.5	1.4	8.7	12	1,527	9.8	6.1	12.0
530 Hamilton-Middletown, Ohio	15	19,609	5.4	3.8	.7	.9	5.6	15	4,836	6.7	5.1	8.3
531 Ionia-Belding-Greenville, Mich.	5	4,685	7.3	4.6	2.1	.6	8.3	5	2,190	9.7	6.3	8.9
554 Newark, Ohio	5	7,566	6.0	4.0	.3	1.7	7.3	5	2,259	8.5	5.6	11.8
572 Steubenville, Ohio-W. Va.	24	25,156	2.8	2.3	.1	.4	5.3	24	3,350	6.5	6.2	14.2
Region VI												
603 Appleton, Wis.	25	14,261	3.8	2.8	.2	.8	7.2	25	3,954	5.7	4.8	10.1
610 Bloomington-Burns City, Ind.	11	12,490	7.2	4.8	.1	2.3	11.7	11	5,088	8.1	6.0	13.9
618 Columbus, Ind.	15	10,093	8.6	7.2	(c)	1.4	13.2	15	3,921	11.5	10.2	18.5
620 Danville, Ill.-Ind.	23	9,491	10.5	5.7	2.7	2.1	8.9	23	2,117	26.4	12.9	14.7
624 Eau Claire, Wis.	7	3,755	4.2	2.4	1.1	.7	9.6	7	1,329	4.5	2.2	16.0
630 Evansville, Ind.-Ky.	32	54,015	7.8	5.9	.4	1.5	8.5	28	9,407	8.4	6.4	7.8
650 La Crosse, Wis.	10	8,814	5.8	5.2	0	.6	10.3	10	3,829	9.0	8.5	17.2
651 Lafayette, Ind.	12	9,353	6.3	4.5	.1	1.7	6.6	12	2,210	8.3	6.3	11.7
672 Oshkosh, Wis.	14	5,264	5.1	3.7	.4	1.0	7.4	14	1,853	6.3	4.8	12.2
676 Quincy, Ill.	13	7,466	5.1	3.9	.2	1.0	8.1	13	2,481	6.6	5.4	10.0
681 Sheboygan, Wis.	15	8,636	4.0	3.3	.1	.6	5.6	15	2,201	7.3	7.1	11.1
689 Terre Haute, Ind.-Ill.	27	11,537	6.4	5.1	.2	1.1	10.5	27	3,135	9.2	8.3	20.2
694 Wausau, Wis.	13	5,950	5.6	4.3	(c)	1.3	11.9	13	2,279	5.8	5.2	18.5
Region VII												
704 Anniston, Ala.	21	5,263	10.3	8.1	.3	1.9	11.8	20	4,844	10.2	8.9	13.5
706 Atlanta, Ga.	105	73,923	7.4	6.1	.2	1.1	10.5	102	26,729	8.1	7.4	11.7
710 Birmingham, Ala.	73	49,843	8.3	5.9	.4	2.0	8.7	73	7,930	10.2	7.8	11.4
716 Chattanooga, Tenn.-Ga.	60	31,085	9.3	7.0	.5	1.8	9.9	59	11,002	9.4	7.9	11.5
720 Columbia, S.C.	10	10,955	6.5	5.3	.1	1.1	8.9	10	4,858	7.9	7.3	11.3
724 Florence, Ala.	5	5,938	7.5	5.3	.7	1.5	10.3	5	1,371	6.6	4.3	4.8
726 Gadsden, Ala.	11	15,866	8.8	6.7	.2	1.9	9.9	11	4,674	10.7	9.3	13.4
728 Greenville, S.C.	42	22,563	8.1	6.5	.2	1.4	8.8	42	10,426	8.6	7.7	9.4
730 Huntsville, Ala.	5	13,088	7.7	4.6	.1	3.0	8.2	5	5,342	8.9	5.3	10.0
736 Kingsport-Bristol, Tenn.-Va.	30	31,957	6.9	5.4	.1	1.4	7.8	30	13,075	8.9	7.3	9.7
740 Lakeland, Fla.	8	2,763	19.9	8.9	6.5	4.5	9.3	8	699	15.5	3.7	17.2
748 Miami, Fla.	30	23,297	9.5	6.4	.9	2.2	11.9	30	8,606	9.3	7.4	12.5
754 Montgomery, Ala.	13	7,800	8.9	5.3	1.2	2.4	12.6	13	3,096	10.4	7.5	13.1
756 Nashville, Tenn.	41	26,937	8.3	5.8	.2	2.3	8.2	40	11,065	8.2	7.2	9.8
758 Orlando, Fla.	13	4,016	12.3	10.3	.9	1.1	10.1	13	1,382	13.8	12.0	11.4
770 Spartanburg, S.C.	36	22,313	9.6	7.9	.1	1.6	10.6	36	10,024	9.7	8.6	11.6
772 Talladega, Ala.	8	14,770	9.5	7.7	.5	1.3	14.8	8	5,936	11.8	10.7	19.0
778 Tuscaloosa, Ala.	8	3,619	9.0	6.3	0	2.7	9.5	8	809	11.7	6.3	11.4
Region VIII												
802 Burlington, Iowa-Ill.	3	5,914	5.6	4.5	.1	1.0	10.8	3	2,055	7.3	6.7	17.6
808 Des Moines, Iowa	21	17,570	10.6	6.7	2.2	1.7	8.2	21	6,939	11.3	9.2	8.3
812 Duluth-Superior, Minn.-Wis.	28	22,913	6.2	4.3	.7	1.2	8.0	28	3,167	11.2	7.1	14.1
822 Mason City, Iowa	4	2,313	6.8	4.4	1.0	1.4	9.3	4	428	11.2	6.8	16.6
824 Minneapolis-St. Paul, Minn.	127	108,653	6.6	4.9	.5	1.2	8.1	127	36,725	8.2	6.3	11.1
825 Newton, Iowa	4	3,548	4.2	3.4	0	.8	3.7	4	1,117	4.9	4.7	5.8
826 Omaha-Council Bluffs, Nebr.-Iowa	33	34,727	9.6	7.6	.3	1.7	9.2	31	11,496	11.3	9.8	10.3
832 Sioux City, Iowa-Nebr.	10	6,759	10.3	9.3	.2	.8	10.9	10	2,580	13.8	13.1	14.7

See footnotes at end of table.

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Turnover rates for establishments reporting turnover data on MP-270, by labor market area, June 1944

Labor market area by adequacy of labor supply a/ and region	All employees							Women				
	Number of establishments	Employment July 1, 1944	Turnover rates					Number of establishments	Employment July 1, 1944	Turnover rates		
			Separations				Accessions			Separations		Accessions
			Total	Quits	Layoffs	Other				Total	Quits	
Group III b/ - continued												
Region IX												
912 Kansas City, Mo.-Kans.	90	113,826	9.8	7.0	1.1	1.7	11.4	90	42,535	10.7	8.3	13.6
916 McAlester, Okla.	3	6,306	8.1	6.4	0	1.7	15.7	3	2,222	11.6	10.4	23.1
920 Oklahoma City, Okla.	25	48,299	9.5	8.1	.2	1.2	11.3	26	21,095	9.1	8.3	12.0
934 Tulsa, Okla.	45	31,345	6.2	4.8	.2	1.2	10.5	45	9,758	6.1	5.5	16.8
Region X												
008 Amarillo, Tex.	5	5,475	13.8	11.7	.3	1.8	12.8	5	2,431	15.3	13.5	16.9
012 Baton Rouge, La.	13	14,159	3.8	2.7	.2	.9	5.5	13	1,400	4.2	4.1	8.4
018 Brownsville, Texas	4	2,268	7.0	4.1	.3	2.6	4.1	4	523	6.9	5.4	9.6
020 Corpus Christi, Texas	7	10,020	6.0	4.0	.2	1.8	10.0	-	2,804	8.3	6.6	12.2
022 Dallas, Texas	76	68,790	13.5	10.7	.4	2.4	9.4	71	24,192	15.7	13.4	11.8
024 El Paso, Texas	18	6,438	7.3	6.1	.1	1.1	8.1	17	2,571	7.0	6.4	7.5
030 Houston, Texas	103	92,751	10.6	7.6	.3	2.7	12.2	103	16,116	12.3	10.4	16.9
032 Lake Charles, La.	9	4,290	13.0	6.9	1.3	4.8	23.0	9	669	8.7	7.0	11.4
050 Shreveport, La.	24	21,967	10.3	8.2	.4	1.7	12.8	24	6,323	11.9	11.2	15.5
052 Texarkana, Texas-Ark.	11	15,533	11.0	8.1	.3	2.6	10.7	10	2,148	8.1	6.7	6.1
056 Waco, Texas	20	11,060	11.2	8.7	.5	2.0	16.7	20	4,889	13.1	11.2	22.2
Region XI												
X02 Billings, Mont.	4	611	12.3	6.1	.3	5.9	16.0	4	51	9.8	5.9	23.5
X04 Boise, Idaho	14	4,186	26.2	9.4	15.6	1.2	12.8	14	1,563	58.5	16.7	20.0
X10 Colorado Springs, Colo.	14	5,131	12.1	9.7	.3	2.1	11.2	14	2,115	12.9	10.2	16.1
X12 Denver, Colo.	110	46,223	8.9	6.9	.5	1.5	11.0	110	17,243	10.3	8.9	13.4
X22 Pueblo, Colo.	13	9,805	5.8	4.7	(c)	1.1	6.9	13	1,696	8.3	7.4	12.0
Region XII												
X40 Sacramento, Calif.	11	16,864	6.7	5.2	0	1.5	9.8	11	7,250	7.6	6.5	12.5
Group IV	1,166	1,179,431	7.1	4.2	1.5	1.4	6.8	1,162	360,845	8.6	6.0	9.4
Region I												
139 Lawrence, Mass.	28	30,323	5.0	2.9	1.7	.4	6.5	28	14,552	6.1	3.6	8.8
149 Middletown, Conn.	15	6,077	15.7	2.8	11.9	1.0	5.6	15	2,264	17.9	3.4	8.7
Region II												
244 New York, N.Y.	350	520,614	6.9	3.3	2.1	1.5	5.5	350	168,566	7.2	4.5	6.8
Region III												
306 Altoona, Pa.	20	26,794	2.6	1.9	.2	.5	3.6	20	5,890	5.5	4.3	9.9
308 Atlantic City, N.J.	9	5,404	4.8	4.5	(c)	.3	7.6	9	2,555	5.3	5.0	10.0
318 Johnstown, Pa.	31	32,711	2.0	1.2	(c)	.8	2.3	31	1,509	2.3	2.2	11.6
342 Scranton, Pa.	126	84,357	3.9	2.7	.5	.7	4.8	126	20,173	7.0	5.5	9.4
Region IV												
408 Charleston, W. Va.	34	35,230	5.5	3.7	.6	1.2	5.4	34	3,717	7.6	4.8	8.2
412 Clarksburg-Fairmont-Morgantown, W.Va.	50	25,055	3.3	2.7	.1	.5	3.9	50	3,321	3.7	3.2	5.5
414 Cumberland, Md.-W. Va.-Pa.	10	17,677	4.4	2.9	.4	1.1	6.3	9	5,160	4.8	4.3	7.4
426 Huntington, W.Va.-Ohio-Ky.	19	16,940	7.5	5.9	.9	.7	11.7	18	5,595	11.6	9.8	19.3
442 Rocky Mount-Wilson, N.C.	10	2,790	3.1	2.6	0	.5	5.0	10	1,610	3.7	3.2	6.2
446 Wheeling, W. Va.-Ohio	41	23,780	4.9	3.2	1.0	.7	6.4	41	5,049	8.1	5.0	15.4
Region V												
538 Lexington, Ky.	8	8,031	4.9	4.2	(c)	.7	6.3	8	2,968	6.4	6.2	7.8
Region VII												
723 Decatur, Ala.	7	5,984	11.1	8.0	.5	2.6	16.8	7	1,857	11.4	10.4	17.8
744 Memphis, Tenn.	50	45,120	12.3	8.9	.7	2.7	11.5	50	15,211	14.4	12.0	13.7
Region IX												
914 Little Rock, Ark.	14	17,511	8.3	6.5	(c)	1.8	16.4	14	10,553	8.0	7.5	16.6
926 St. Joseph, Mo.	17	7,465	11.6	8.7	.3	2.6	12.3	17	2,607	15.2	12.4	16.6
928 St. Louis, Mo.-Ill.	266	214,532	9.5	6.4	1.5	1.6	10.0	264	67,627	11.8	8.6	12.2
930 Springfield, Mo.	6	1,656	22.8	9.3	10.7	2.8	13.9	6	980	26.8	9.8	10.6
932 Topeka, Kans.	10	7,203	12.2	9.5	1.1	1.6	13.5	10	3,207	17.7	13.9	18.6
Region X												
004 Albuquerque, N. Mex.	8	3,055	8.2	6.0	.4	1.8	11.2	8	1,296	8.6	7.3	12.3
010 Austin, Texas	6	2,930	6.6	5.1	.1	1.4	7.8	6	728	7.1	6.0	10.7
048 San Antonio, Texas	31	38,192	7.3	4.4	.1	2.8	5.7	31	13,850	8.2	5.9	7.4
Unclassified	3,184	1,711,219	6.6	4.9	.6	1.1	7.5	3,176	580,718	8.2	6.7	10.3
Region I	344	188,579	4.5	3.3	.5	.7	5.4	344	77,813	5.2	4.3	7.3
Region II	167	90,569	5.1	3.7	.4	1.0	7.9	167	34,892	6.5	5.2	10.5
Region III	323	247,312	3.5	2.3	.5	.7	4.3	323	50,998	5.7	4.4	7.5
Region IV	432	236,340	6.7	4.8	.5	1.4	7.2	432	72,372	8.3	6.2	10.0
Region V	297	149,767	6.0	4.7	.4	.9	6.4	296	40,124	8.2	7.0	9.6
Region VI	205	121,091	6.6	4.6	.9	1.1	8.1	203	37,962	8.5	7.4	12.4
Region VII	631	337,521	8.2	6.3	.6	1.3	8.7	630	149,532	9.0	7.5	10.1
Region VIII	110	47,559	7.3	5.5	.5	1.3	9.0	110	16,659	8.1	6.5	11.3
Region IX	275	132,907	9.1	6.9	.9	1.3	10.3	274	56,076	10.5	8.5	13.4
Region X	205	101,353	9.3	6.8	.8	1.7	10.3	204	31,501	10.9	9.0	14.5
Region XI	117	24,117	10.5	7.3	1.6	1.6	8.8	117	3,905	18.4	10.6	14.9
Region XII	78	34,093	11.1	6.7	.7	3.7	12.1	76	8,884	11.3	8.6	14.0

a/ Labor market areas are classified according to adequacy of labor supply to meet demands over the next six months as follows:
Group I - Areas of current acute labor shortage.
Group II - Areas of labor stringency and those anticipating a labor shortage within six months.
Group III - Areas in which a slight labor surplus will remain after six months.
Group IV - Areas in which a substantial labor surplus will remain after six months.

b/ Data for labor market areas reporting fewer than 3 firms are not shown; hence the totals do not equal the sum of the individual items.

c/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service

(MA7)

The following tables are

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Employer report of current employment and employment of women, nonwhites, and part-time workers in MS-270 reporting establishments in munitions industries, by industry group, July 1, 1944

Code	Industry group	All establishments: Number	All establishments: Employment: Total	All establishments: Employment: Women: Number	All establishments: Employment: Women: Percent of total	Employment in establishments reporting number of nonwhites employed: Total	Employment in establishments reporting number of nonwhites employed: Nonwhites: Number	Employment in establishments reporting number of nonwhites employed: Nonwhites: Percent of total	Employment in establishments reporting number of part-time workers employed: Total	Employment in establishments reporting number of part-time workers employed: Part-time: Number	Employment in establishments reporting number of part-time workers employed: Part-time: Percent of total
	Total	7,019	9,241,596	2,674,102	28.9	8,411,353	637,566	7.6	9,057,718	60,116	0.7
19	Ordnance and accessories	854	1,220,418	433,922	35.6	1,111,065	86,655	7.8	1,202,259	6,009	.5
191	Guns, howitzers, mortars and related equipment	136	201,687	48,124	23.9	186,958	11,672	6.2	190,256	695	.4
192	Ammunition, except for small arms	412	554,663	228,221	41.1	529,964	53,729	10.1	551,986	3,237	.6
193	Tanks	77	97,724	18,741	19.2	71,959	5,037	7.0	94,274	208	.2
194	Sighting and fire-control equipment	54	85,699	32,472	37.9	85,699	2,574	3.0	85,699	533	.6
195	Small arms	77	131,914	45,925	34.8	89,354	3,310	3.7	131,914	680	.5
196	Small arms ammunition	43	93,922	40,974	43.6	92,716	6,892	7.4	93,321	152	.2
199	Ordnance and accessories, n.e.c.	55	54,849	19,465	35.5	54,455	3,441	6.3	54,809	504	.9
28	Chemicals and allied products	278	263,731	64,387	24.4	262,305	19,704	7.5	255,326	1,118	.4
2882	Primary coal-tar products	4	10,732	1,966	18.3	10,732	824	7.7	2,327	5	(d)
2883	Plastic materials	51	46,703	11,447	24.6	46,703	3,819	8.2	46,703	246	.5
2884	Explosives	48	80,836	25,729	31.8	80,836	5,103	6.3	80,836	467	.6
2886	Compressed and liquefied gases - not made in petroleum refineries or natural gasoline plants	9	9,730	3,174	32.6	9,730	1,793	18.4	9,730	8	(d)
2889	Industrial chemicals, electrochemical and electrometallurgical products, n.e.c.	152	109,725	18,569	16.9	108,299	7,966	7.4	109,725	359	.3
2897	Fireworks and pyrotechnics	14	6,005	3,462	57.7	6,005	199	3.3	6,005	33	(d)
30	Rubber products	136	219,086	82,883	37.8	205,692	13,152	6.4	219,086	3,398	1.6
301	Tires and inner tubes	28	69,627	20,285	29.1	62,105	5,496	8.8	69,627	763	1.1
302	Rubber footwear, heels, soles and related products	21	15,140	8,288	54.7	15,140	1,233	8.1	15,140	328	2.2
309	Miscellaneous rubber industries	87	134,319	54,310	40.4	128,447	6,423	5.0	134,319	2,307	1.7
33	Iron and steel and their products	1,539	1,187,778	208,769	17.6	1,154,404	128,389	11.1	1,147,002	8,152	.7
331	Blast furnaces, steel works, and rolling mills	176	505,455	58,073	11.5	501,691	58,182	11.6	467,677	2,024	.4
332	Iron and steel foundry products	438	179,316	18,488	10.3	170,082	41,621	24.5	176,539	1,378	.8
333	Tinware and other tinware	64	35,345	16,241	45.9	35,345	3,552	10.0	35,345	908	2.6
338	Fabricated structural metal products	106	43,623	5,269	12.1	42,317	4,123	9.7	43,402	130	.3
	All other a/	755	424,039	110,698	26.1	404,969	20,911	5.2	424,039	3,712	.9
34	Transportation equipment (except automobiles)	1,211	3,713,452	975,478	26.3	3,280,758	273,523	8.3	3,638,379	11,566	.3
341	Railroad equipment	38	56,259	6,073	10.8	55,007	5,112	9.3	56,259	100	.2
3421	Aircraft (airframes)	150	874,253	350,833	40.1	740,926	30,334	4.1	873,690	3,652	.4
3422	Aircraft engines and engine parts	226	673,639	204,624	30.4	513,547	43,194	8.4	655,515	1,182	.2
3423	Aircraft propellers and propeller parts	33	60,242	18,335	30.4	49,723	1,480	3.0	60,085	152	.3
3429	Aircraft parts, n.e.c.	341	412,538	155,036	37.6	380,389	20,066	5.3	412,420	1,824	.5
343	Ship and boat building and repairing	415	1,632,204	239,719	14.7	1,536,849	173,264	11.3	1,576,093	4,589	.3
344	Motorcycles, bicycles, and parts	3	3,408	758	22.2	3,408	0	0	3,408	0	0
349	Transportation equipment, n.e.c.	5	909	100	11.0	909	73	8.0	909	7	(d)
35	Nonferrous metals and their products	421	325,671	71,967	22.1	311,325	33,897	10.9	322,407	2,105	.7
351	Primary smelting and refining of nonferrous metals	83	56,195	4,287	7.6	54,227	5,321	9.8	54,558	278	.5
352	Secondary smelting and refining on nonferrous metals and alloys	26	10,634	1,170	11.0	10,399	3,578	34.4	10,634	68	(d)
353	Rolling, drawing, and alloying of nonferrous metals (except aluminum)	44	59,857	11,661	19.5	59,503	5,577	9.4	59,093	509	.9
356	Aluminum and magnesium products (including rolling and drawing)	95	118,951	26,640	22.4	109,596	14,462	13.2	118,951	354	.3
	All other b/	173	80,034	28,209	35.2	77,600	4,959	6.4	79,171	896	1.1
36	Electrical machinery	730	908,248	462,187	50.9	801,578	32,844	4.1	879,954	11,962	1.4
361	Electrical equipment for industrial use	239	322,651	134,284	41.6	282,414	7,757	2.7	322,543	3,543	1.1
364	Automotive electrical equipment	36	56,329	28,524	50.6	41,019	2,127	5.2	48,662	561	1.1
366	Communication equipment and related products	330	408,382	238,776	58.5	369,761	17,990	4.9	386,863	6,079	1.6
	All other c/	125	120,886	60,603	50.1	108,384	4,970	4.6	120,886	1,779	1.5
37	Machinery (except electrical)	1,475	978,679	232,579	23.8	912,021	31,185	3.4	971,879	13,489	1.4
371	Engines and turbines	96	167,143	41,737	25.0	137,916	3,531	2.6	164,528	644	.4
372	Agricultural machinery and tractors	72	105,619	20,836	19.7	104,055	4,182	4.0	105,619	404	.4
373	Construction, mining, and related machinery	129	62,851	9,695	15.4	62,851	2,555	4.1	62,851	378	.6
374	Metalworking machinery	391	186,118	38,745	20.8	180,108	3,107	1.7	186,118	755	.4
375	Special-industry machinery (except metal working machinery)	125	38,214	7,023	18.4	36,765	1,534	4.2	38,214	491	1.3
376	General industrial machinery	599	385,838	105,468	27.3	357,430	15,841	4.4	381,663	10,590	2.8
377	Office and store machines, equipment and supplies	23	13,150	4,843	36.8	13,150	143	1.1	13,150	50	(d)
378	Household and service-industry machines	40	19,746	4,272	21.6	19,746	292	1.5	19,746	177	.9
38	Automobiles and automobile equipment	183	232,679	53,508	23.0	188,376	14,024	7.4	229,572	1,093	.5
381	Motor vehicles	66	116,076	25,367	21.9	91,861	6,190	6.7	112,969	280	.2
382	Motor-vehicle bodies	31	10,633	2,238	21.0	10,633	1,036	9.7	10,633	19	(d)
383	Motor-vehicle parts, body parts, and accessories	82	104,800	25,769	24.6	85,077	6,785	8.0	104,800	794	.8
384	Automobile trailers	4	1,170	134	11.5	805	13	1.6	1,170	0	0.
39	Miscellaneous manufacturing industries	192	191,854	88,422	46.1	183,829	4,193	2.3	191,854	1,224	.6
391	Professional and scientific instruments, photographic apparatus and optical goods	192	191,854	88,422	46.1	183,829	4,193	2.3	191,854	1,224	.6

a/ Includes wire products (334), cutlery, tools and general hardware (335), heating apparatus (except electric) and plumbers' supplies (336), metal stamping, enameling, galvanizing, japanning and lacquering (337), and miscellaneous iron and steel products (339).

b/ Includes clocks and watches (354), jewelry, silverware and plated ware (355), plating and polishing (metal) (357), lighting fixtures (358) and nonferrous metal engraving, products, n.e.c. (359).

c/ Includes electrical appliances (362), wire and cable, insulated (363), electric lamps (365), and miscellaneous electrical products (369).

d/ Percentage not computed: less than 100 workers.

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Turnover rates for establishments reporting turnover data in munitions industries, June 1944

Code	Industry group	All employees: Number of establishments	All employees: Employment July 1, 1944	All employees: Turnover rates: Separations: Total	All employees: Turnover rates: Separations: Quits	All employees: Turnover rates: Separations: Layoffs	All employees: Turnover rates: Separations: Other	All employees: Turnover rates: Accessions	Women: Number of establishments	Women: Employment July 1, 1944	Women: Turnover rates: Separations: Total	Women: Turnover rates: Separations: Quits	Women: Turnover rates: Accessions
	Total	7,010	9,235,662	7.0	4.7	0.7	1.6	7.1	6,981	2,631,297	8.7	6.7	10.1
19	Ordnance and accessories	853	1,220,051	6.9	4.7	.7	1.6	8.3	846	423,848	8.7	6.7	11.7
191	Guns, howitzers, mortars and related equipment	136	201,687	5.3	3.3	.6	1.4	6.0	135	47,303	7.9	6.5	9.7
192	Ammunition, except for small arms	412	554,663	7.8	5.9	.4	.9	10.8	408	220,112	9.3	7.7	13.9
193	Tanks	76	97,357	6.3	4.1	.5	1.7	7.9	75	18,431	8.0	6.4	14.2
194	Sighting and fire-control equipment	54	85,699	4.9	3.2	.2	2.2	5.4	54	32,472	6.1	4.8	7.9
195	Small arms	77	131,914	6.2	3.6	1.0	1.6	6.3	77	45,925	8.0	5.3	8.4
196	Small arms ammunition	43	93,922	8.4	3.9	3.1	1.4	6.0	42	40,240	10.2	4.9	7.6
199	Ordnance and accessories, n.e.c.	55	54,849	6.1	4.6	.1	1.4	8.8	55	19,365	7.8	6.2	12.8
28	Chemicals and allied products	277	265,583	5.7	4.1	.3	1.3	7.8	275	62,001	8.1	6.5	14.2
2862	Primary coal-tar products	4	10,732	4.1	3.0	(d)	1.1	5.0	4	1,966	5.3	4.8	10.1
2863	Plastic materials	51	46,703	5.3	3.9	.1	1.3	7.0	51	11,487	6.7	5.2	9.8
2864	Explosives	48	80,836	6.0	4.3	.3	1.4	9.2	47	23,452	8.5	7.4	17.4
2866	Compressed and liquefied gases - not made in petroleum refineries or natural gasoline plants	9	9,730	7.2	4.1	.1	3.0	6.6	9	3,174	9.7	5.3	8.1
2869	Industrial chemicals, electrochemical and electrometallurgical products, n.e.c.	152	109,725	5.5	3.9	.2	1.4	7.1	151	18,560	7.7	6.5	14.2
2897	Fireworks and pyrotechnics	13	5,457	11.6	6.6	3.6	1.4	14.5	13	3,362	11.8	6.6	15.7
30	Rubber products	136	219,086	7.5	6.4	.1	1.0	8.5	136	82,883	9.6	8.8	10.8
301	Tires and inner tubes	28	68,627	7.2	6.0	.1	1.1	9.2	28	20,285	8.7	7.6	11.2
302	Rubber footwear, heels, soles, and related products	21	15,140	8.6	7.5	.3	.8	9.6	21	6,288	10.3	9.7	11.7
309	Miscellaneous rubber industries	87	134,319	7.6	6.5	.1	1.0	8.0	87	54,310	9.9	9.1	10.5
33	Iron and steel and their products	1,538	1,186,953	5.6	4.2	.2	1.2	6.2	1,535	207,037	8.8	7.4	10.7
331	Blast furnaces, steel works, and rolling mills	176	505,455	3.6	2.7	.1	.8	4.4	176	58,073	6.6	5.8	9.0
332	Iron and steel foundry products	438	179,116	7.4	5.8	.2	1.4	7.2	438	18,488	9.1	7.3	9.6
333	Tin cans and other tinware	64	35,345	13.3	10.6	.7	2.0	20.1	64	16,241	16.3	13.9	21.9
338	Fabricated structural metal products	106	43,623	9.4	6.6	.4	2.4	10.0	104	4,943	11.0	9.1	12.5
	All other a/	754	423,214	6.2	4.6	.3	1.3	6.5	753	109,292	8.7	7.2	10.0
34	Transportation equipment (except automobiles)	1,207	3,709,651	8.3	5.2	1.0	2.1	7.1	1,197	949,801	9.7	7.2	9.8
341	Railroad equipment	38	56,259	7.9	4.3	1.7	1.9	7.5	37	5,420	7.7	6.2	8.6
3421	Aircraft (airframes)	148	872,875	8.2	5.5	1.0	1.7	5.9	147	337,046	9.6	7.4	8.0
3422	Aircraft engines and engine parts	225	671,638	6.4	3.5	1.6	1.3	5.2	225	203,560	8.2	5.5	8.9
3423	Aircraft propellers and propeller parts	33	60,242	5.9	4.6	.3	1.0	6.3	33	18,335	6.7	5.6	8.8
3429	Aircraft parts, n.e.c.	340	412,116	7.4	4.9	1.0	1.5	8.3	337	152,775	9.8	7.1	11.4
343	Ship and boat building and repairing	415	1,632,204	9.5	5.9	.8	2.8	8.2	410	231,807	11.6	8.5	12.1
344	Motorcycles, bicycles, and parts	3	3,408	3.1	2.3	.2	.6	4.4	3	758	4.9	4.0	8.0
349	Transportation equipment, n.e.c.	5	909	15.8	6.5	0	9.3	7.4	5	100	9.0	7.0	5.0
35	Nonferrous metals and their products	421	325,671	7.8	5.5	.7	1.6	7.4	419	71,748	8.9	6.9	9.4
351	Primary smelting and refining of nonferrous metals	83	56,195	10.1	6.8	1.4	1.9	7.7	82	4,208	11.8	8.9	11.3
352	Secondary smelting and refining of nonferrous metals and alloys	26	10,634	6.6	5.6	(d)	1.0	6.3	26	1,170	5.5	5.0	10.1
353	Rolling, drawing, and alloying of nonferrous metals (except aluminum)	44	59,857	4.5	3.6	.1	.8	4.5	44	11,661	7.1	6.1	8.0
356	Aluminum and magnesium products (including rolling and drawing)	95	118,951	8.2	5.7	.9	1.6	7.1	95	26,640	10.1	7.4	8.0
	All other b/	173	80,034	8.0	5.6	.4	2.0	9.8	172	28,069	8.3	6.6	10.9
36	Electrical machinery	729	907,937	6.2	4.5	.3	1.4	7.7	728	460,804	7.6	6.0	9.7
361	Electrical equipment for industrial use	239	322,651	5.1	3.6	.1	1.4	6.0	239	134,284	6.5	5.3	8.1
364	Automotive electrical equipment	36	56,329	6.4	4.1	.3	1.9	6.5	36	28,524	8.1	5.6	8.7
366	Communication equipment and related products	329	408,071	6.9	5.0	.5	1.4	8.6	328	237,393	8.0	6.2	10.0
	All other c/	125	120,886	6.9	5.4	.2	1.3	9.9	125	60,603	7.8	6.8	12.2
37	Machinery (except electrical)	1,474	978,197	5.5	3.8	.3	1.3	6.0	1,472	231,816	7.4	5.9	8.7
371	Engines and turbines	96	167,143	5.4	3.6	.4	1.4	6.1	96	41,737	7.3	5.8	9.1
372	Agricultural machinery and tractors	72	105,619	6.7	5.0	.4	1.3	7.4	71	20,776	10.1	8.4	10.4
373	Construction, mining, and related machinery	129	62,851	5.6	3.9	.2	1.5	6.8	128	8,983	6.4	5.6	9.0
374	Metalworking machinery	391	186,118	4.4	2.9	.3	1.2	4.3	391	38,745	6.1	4.8	7.3
375	Special-industry machinery (except metalworking machinery)	125	38,214	5.5	3.7	.6	1.2	6.9	125	7,023	8.7	6.8	11.3
376	General industrial machinery	598	385,356	5.6	3.9	.3	1.4	5.9	598	105,437	7.3	5.8	8.1
377	Office and store machinery equipment and supplies	23	13,150	5.2	4.1	.1	1.0	8.1	23	4,843	7.4	6.5	10.8
378	Household and service-industry machines	40	19,746	7.1	4.5	.9	1.7	9.5	40	4,272	9.3	6.4	14.8
38	Automobiles and automobile equipment	183	232,679	6.1	4.1	.6	1.4	6.8	182	53,407	8.2	6.0	9.6
381	Motor vehicles	66	116,076	5.7	3.6	.6	1.5	6.3	65	25,266	7.6	5.1	7.8
382	Motor-vehicle bodies	31	10,633	8.6	5.2	1.7	1.7	12.5	31	2,238	16.0	8.9	19.4
383	Motor-vehicle parts, body parts, and accessories	82	104,800	6.0	4.4	.1	1.5	6.8	82	25,769	8.2	6.6	10.5
384	Automobile trailers	4	1,170	40.6	8.5	28.4	3.7	10.1	4	134	18.9	9.0	32.1
39	Miscellaneous manufacturing industries	192	191,854	5.5	3.7	.6	1.2	5.5	191	87,952	6.8	4.9	6.7
391	Professional and scientific instruments, photographic apparatus and optical goods	192	191,854	5.5	3.7	.6	1.2	5.5	191	87,952	6.8	4.9	6.7

a/ Includes wire products (334), cutlery, tools and general hardware (335), heating apparatus (except electric) and plumbers' supplies (336), metal stamping, enameling, galvanizing, japanning and lacquering (337), and miscellaneous iron and steel products (339).
b/ Includes clocks and watches (354), jewelry, silverware and plated ware (355), plating and polishing (metal)(357), lighting fixtures (358) and nonferrous metal engraving, products, n.e.c. (359).
c/ Includes electrical appliances (362), wire and cable, insulated (363), electric lamps (365), and miscellaneous electrical products (369).
d/ Less than 0.05 percent.

War Manpower Commission
Reports and Analysis Service
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Employer report of current employment in munitions industries, by State
July 1944

State	Total	Aircraft	Shipbuilding	Ordnance	Machinery (except electrical)	Electrical machinery	Rubber	All other
Total.....	9,241,596	2,020,672	1,632,204	1,220,418	978,679	908,248	219,086	2,262,289
Alabama.....	129,654	9,490	41,138	16,460	3,394	0	3,532	55,640
Arizona.....	16,505	9,719	0	0	160	0	0	6,626
Arkansas.....	22,843	0	0	19,460	0	0	0	3,383
California.....	738,154	273,898	337,400	10,521	34,425	13,018	17,068	51,824
Colorado.....	25,574	1,155	1,820	6,634	2,340	163	4,860	8,602
Connecticut.....	344,771	74,802	13,315	90,799	57,583	21,822	8,886	77,564
Delaware.....	34,787	3,101	12,661	1,566	1,556	0	1,181	14,722
District of Columbia..	22,472	0	0	21,465	0	343	0	664
Florida.....	61,490	2,981	53,833	2,198	268	332	0	1,878
Georgia.....	79,643	26,580	32,333	10,794	3,073	715	149	5,999
Idaho.....	2,231	0	0	788	147	0	0	1,296
Illinois.....	725,698	88,525	22,373	136,041	134,920	127,671	3,926	212,242
Indiana.....	423,174	107,597	21,073	49,596	29,293	62,549	13,195	139,871
Iowa.....	56,737	5,328	94	21,887	16,611	7,440	0	5,377
Kansas.....	93,147	70,289	2,152	5,746	2,067	1,960	0	10,933
Kentucky.....	80,914	4,182	12,076	17,514	4,114	5,358	0	37,670
Louisiana.....	75,640	10,949	44,828	10,754	150	0	0	8,959
Maine.....	44,421	453	37,055	3,411	1,641	0	0	1,861
Maryland.....	206,590	51,104	63,685	16,878	9,407	20,671	3,299	41,546
Massachusetts.....	415,234	15,946	95,249	58,297	51,652	108,285	19,639	66,166
Michigan.....	883,767	430,820	9,321	143,605	95,442	15,435	9,147	179,997
Minnesota.....	83,639	11,730	7,987	33,315	11,114	5,917	653	12,923
Mississippi.....	18,952	1,385	10,674	3,539	853	757	741	1,003
Missouri.....	157,298	42,292	2,067	46,865	17,592	16,079	1,595	30,808
Montana.....	5,387	0	0	0	0	0	0	5,387
Nebraska.....	30,151	12,500	109	10,817	0	1,149	945	4,631
Nevada.....	7,565	0	0	3,642	0	0	0	3,923
New Hampshire.....	27,538	2,279	19,924	414	2,876	1,406	365	274
New Jersey.....	557,593	105,960	100,658	54,777	41,408	130,223	13,364	111,203
New Mexico.....	1,081	0	0	62	0	0	0	1,019
New York.....	845,107	171,588	135,986	99,867	61,293	142,901	4,157	229,315
North Carolina.....	38,797	4,742	16,752	12,028	985	1,311	787	2,192
Ohio.....	857,106	177,957	6,589	107,217	133,292	74,004	85,370	272,677
Oklahoma.....	55,135	42,816	0	701	3,695	79	74	7,770
Oregon.....	90,767	1,638	83,946	0	1,427	690	0	3,066
Pennsylvania.....	928,399	84,738	120,406	80,273	122,456	105,889	9,964	404,673
Rhode Island.....	65,071	828	706	23,764	12,708	9,724	6,168	11,173
South Carolina.....	30,147	0	28,680	0	686	0	0	781
South Dakota.....	440	0	0	0	440	0	0	0
Tennessee.....	92,552	16,218	2,554	14,840	2,915	1,042	6,599	48,384
Texas.....	222,643	72,587	77,226	30,192	12,639	749	0	29,250
Utah.....	8,482	26	0	0	256	629	0	7,571
Vermont.....	15,503	172	98	2,579	10,142	353	786	1,373
Virginia.....	104,664	3,715	65,200	12,445	761	0	1,056	21,487
Washington.....	188,249	43,048	126,766	2,894	2,903	108	0	12,530
West Virginia.....	65,822	1,631	1,963	4,403	1,519	4,153	0	52,153
Wisconsin.....	260,062	35,903	23,507	31,370	88,476	25,323	1,580	53,903
Wyoming.....	0	0	0	0	0	0	0	0

War Manpower Commission
Reports and Analysis Service

(MB4)

WOMEN WORKERS, LIKE THIS ONE SPEAKING TO MRS. ROOSEVELT, WILL HAVE TO DECIDE WHETHER OR NOT TO KEEP ON WORKING WHEN THE WAR ENDS

WOMAN'S PLACE AFTER THE WAR

By MRS. FRANKLIN D. ROOSEVELT

Click Aug 1944

Mrs. Roosevelt believes most women consider home and children their main job. That's why millions will withdraw from the labor market

"Will women want to keep their jobs after the war is over?" When I asked Miss Mary Anderson of the Bureau of Women in Industry, she told me it all boils down to economic necessity. Married women usually keep their jobs only when they have real need for money at home. This, of course, does not mean that women who take up some kind of work as a career will not stay in that work if they like it, whether they are married or single.

Let us analyze this whole question of women who work. Our attitude in this country has always been that any individual is more worthwhile if he pays his way in the world. We even have a little contempt for a woman who is nothing but an ornament.

Of late years since we have counted success so largely in the amount of money that people earned, it has become more and more natural for women to feel that if they actually were working to their full capacity, they must have recognition in the same coin as the male members of their families, or they would not be considered successful. An ever-growing number of young women in every walk of life are taking jobs as they finish school or college, but *the main job of the average woman in our country still is to marry and have a home and children.*

I surmise that the major occupation of a married woman in this country at the close of the war will be what it has always been—the care of the family as long as the family requires her care. There will always be exceptions, of course, as when a woman must take on the burden of work outside the home to supplement what the man earns, or, if the man cannot work, even must assume the place of the head of the family and earn a living for the household.

Many women, because of the urge to help their country and their own men during war, will

Will Peace Bring a Labor Crisis for Women?

What does the future hold for America's 17,000,000 women workers? Because this subject is so important, especially when servicemen are returning, CLICK has asked Mrs. Roosevelt for her opinion. In this article, she discusses these vital questions:

1. *What will be the woman worker's lot after the war?*
2. *Should married women return to family duties?*
3. *Will women have any use for their new war skills?*
4. *Are labor heads right in opposing hiring of women?*
5. *Should working women join trade unions?*
6. *Should women workers accept lower wages than men?*

CONTINUED ON PAGE 19

WOMEN WILL COMPETE WITH MEN FOR JOBS AFTER THE WAR IF THEY MUST EARN A LIVING OR WANT A CAREER

PROPER CARE of children is essential. Married women with children must either quit work or arrange for adequate care of the home and family.

TRADE UNIONISTS demand that women be paid the same salaries as men for the same job. Women have a responsibility in the organized labor movement.

WOMAN'S PLACE AFTER THE WAR (CONTINUED FROM PAGE 17)

have acquired skills—skills which they will be able to use in the future. But I do not think they will use them if they have families and homes calling them back to a different kind of existence.

Recently, I saw women who drove long distances and worked long hours in a shipyard in New England. Most of them had made temporary arrangements for the care of their homes and children, and were working with their husbands if their husbands had not gone to war, so as to pay the mortgage on the farm, buy certain things long coveted which would make life easier in the future, or lay aside some money which would give the children some special advantages. They knew the work was temporary and feared they would never have the opportunity to achieve certain desires if they did not take advantage of the present need for workers.

WOMEN'S WORK PROSPECTS DEPEND UPON JOB AVAILABILITY

The first question that will be faced in the postwar period is simply to what extent jobs are available. *The first obligation of government and business is to see that every man who is employable has a job, and that every woman who needs work has it.* A woman does not need a job if she has a home and a family requiring her care and a member of the household is earning an adequate amount of money to maintain a decent standard of living. If, however, there is a margin of energy left in men or women and they want to put it into bettering their standard of living, it seems to me that they should have the opportunity. We should struggle to gear our economy to a place where we can give all people who desire to work, whether full-time or part-time, a chance to work on something which gives them creative satisfaction.

From my point of view, there is no justification whatsoever for labor leaders to oppose the employment of women at the present time wherever they are needed. Foresight is valuable, but foresight that dreads to meet a present situation because there may be some difficulty in the future shows a lack of confidence in the intelligence and ability of human beings to cope with new situations.

There is one point, however, upon which I think labor leaders have a right to insist: *women should not come into any labor group and allow themselves to be used at present or in the future as a body for keeping down the wages of men, either because they can live on less or because they, being unorganized, have never understood the need to stand together with any group in order to help the group.*

A girl living at home and having few expenses may be able to accept, let us say, $10 a week for her work, using that money only for her own personal needs. Her employer will say to a man, "We can use girls in this job, therefore we do not need you; but if you want the job, you can have it at $10 a week." If the man can find no other job, he may be forced to take the one for $10 a week, which means that his family will live at a very low standard. And this will be the fault of the girl who did not understand that she was part of a big labor group and that she had to consider the good of the whole body.

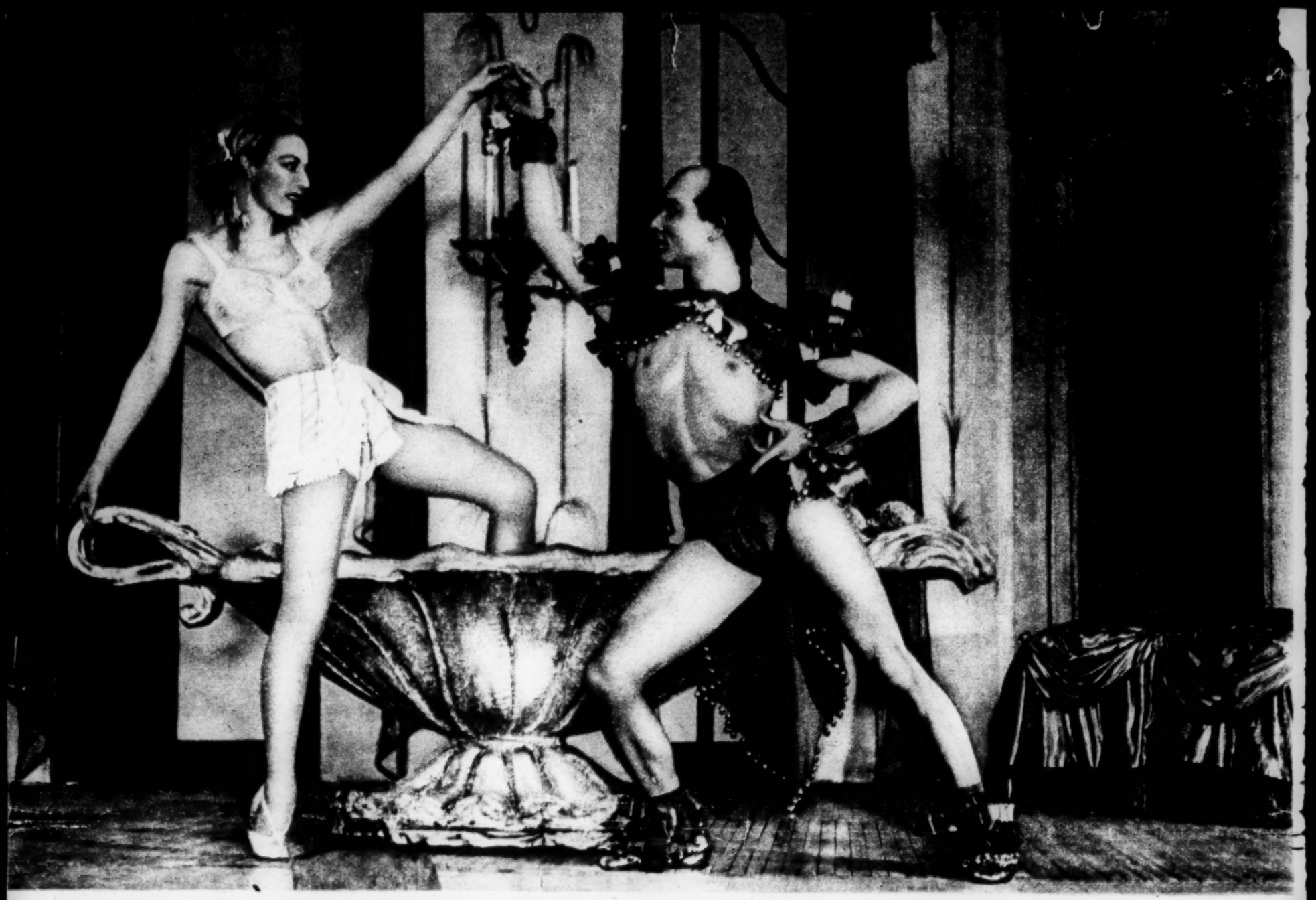
So, I think labor leaders have a right to insist that women, as long as they are in the labor market, should be part of the organized labor movement and should not permit themselves to be used as competition for men to the advantage of unscrupulous employers.

CHILDREN OF WORKING MOTHERS MUST HAVE ADEQUATE CARE

A certain number of women, both in the professions and in skilled and unskilled trades, may not marry. But if they do, they must either subordinate their desires for work outside the home, or make arrangements which will be adequate for proper care of the home and children.

Rarely can anyone replace a mother, but there are some women who are not gifted with children and resent having to do the work of the home. In that case, it may sometimes be better to find someone who loves to do that job, and release the mother for a different kind of work. She will probably be a better mother and a better companion for her husband when she is home if she does work she enjoys. However, such cases are rare.

As I said in the beginning, whether women remain in the labor market or not will be, as it always has been, mainly a question of economic necessity.



NOTHING WAS STINTED IN PRODUCING LAVISH SETS AND PROPS FOR THE SPECTACLE. ZORINA'S GOLD TUB CAME ONSTAGE ON SPECIALLY-BUILT TREADMILL.

"DREAM WITH MUSIC"

Lavish $208,000 musical is Broadway's costliest misadventure in ten years

By JOHN CHAPMAN

Drama critic for the New York Daily News and author of widely syndicated entertainment column.

A theatrical season can be remembered by its flops as well as by its hits. The recent Broadway period from last fall to this summer, termed a season in show business, was not distinguished by a memorable new play—but it might well be remembered for a few years as the time "Dream with Music" was put on. Here, at a moment in history when all the world was a fireworks display, the musical comedy trade presented something epic. It offered an entertainment which had everything—but everything: a top-ranking star, beautiful scenery in case lots, 20 musical numbers or reprises thereof, and a cast so numerous and so active as to make a beehive look like an old ladies' home.

There was everything in "Dream with Music" except a dream and some music. Two hundred and eight thousand dollars or more—as compared with the 60-odd thousand for "Oklahoma!"—went into the show, and with it went the heartaches, headaches and undeniable talents of Producer Richard Kollmar, three book writers, a composer, a lyrist, a designer, a costumer, three musical arrangers, the best conductor on Broadway and a company headed by Vera Zorina. Out of this the theatre, always miraculous, fashioned a miracle in reverse—a disappointment. Its fatal weaknesses were undistinguished songs and a book which didn't live up to its original bright promise.

When the Broadway season began, the notion was prevalent that since it was wartime anything would go.

By October, everything was normal. There was the regular batting average of four flops to one hit, and producers had learned that people were still a touch fussy about what they spent their money for. People went in for something solid like "Othello," "Winged Victory," "Carmen Jones," "One Touch of Venus" or "The Voice of the Turtle." Never in a lengthy career as a stage reporter have I known the demand for tickets to hits to be so great.

An honest speculator whom I know, who charges no more than the legal fee, has an apartment stacked with gifts given him by customers who were grateful to him for turning up a pair to "Oklahoma!" But the demand for flops has been exactly as small as usual, and a remarkable number of failures have been costly musical shows.

Vinton Freedley, an old hand at making costly girl-shows, threw away well over $100,000 by abandoning "Dancing in the Streets" in Boston. He put another nest-egg into "Jackpot" and brought it to Broadway and it died. An assortment of backers intent upon squandering income tax money sponsored "My Dear Public" for Irving Caesar and Willie Howard—and squandered was the word. Alfred Bloomingdale's money for "Allah Be Praised" went down the drain so fast it swirled like soapy water in the bath tub. Lou Walters, a night club tycoon, stubbed his toe on "Artists and Models."

Both the Pulitzer committee and the Critics' Circle have failed to select a prize play, but if there were an award for a distinguished disappointment it should go to "Dream with Music." Its Arabian Nights settings by Stewart Chaney floated, slid and popped upon the stage, and were triumphs of good taste and imagination. Its costumes by Miles White were without number and exotic. Its company was large, talented and eager to please. Its producer was amiable and unstinting. Then all the king's horses and all the king's men tried to put it together to make it tick.

Gen. 49

U. S. DEPARTMENT OF LABOR

ROUTING SLIP

DATE July

To- Miss Miller, Women's Bureau

From J. E. Dodson

WOMEN'S BUREAU. JUL 28 1944 DEPARTMENT OF LABOR

Referred for—

- ☐ Approval
- ☐ Comment
- ☐ Digest
- ☐ Discuss with me
- ☐ File
- ☒ Information
- ☐ Memo
- ☐ Previous correspondence
- ☐ Reply
- ☐ Report
- ☐ Return
- ☐ Signature

☐ Reply for signature of _____

Remarks:

Thanks very much for the information.

August 1, 1944

To: Mr. Dodson

From: Miss Miller

Thank you so much for sending me the issue of CLICK magazine containing Mrs. Roosevelt's article on Woman's Place after the War. I am very interested to see it and am passing it on to Miss Robinson.

FM:IS

CLICK

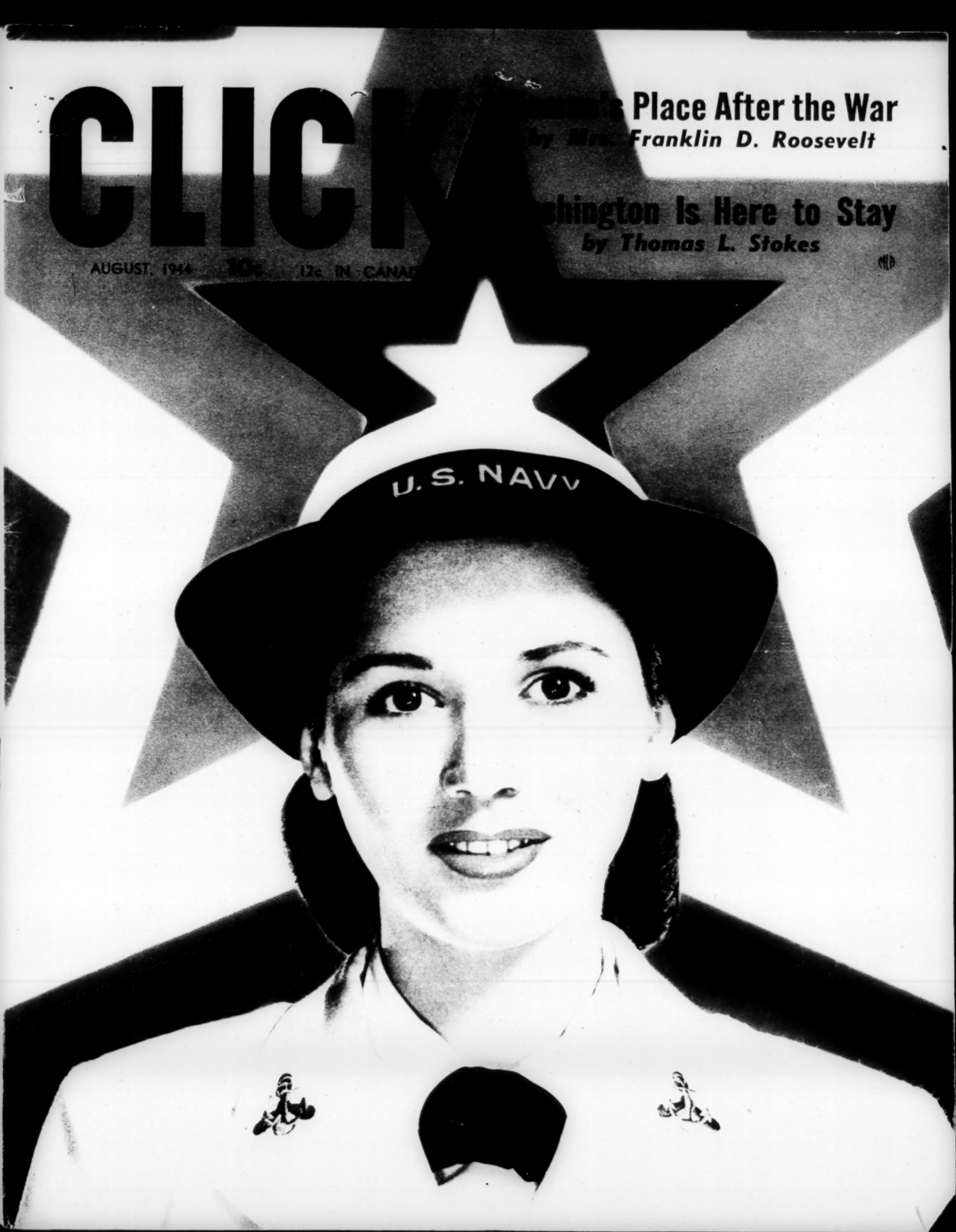
AUGUST, 1944 10¢ 12¢ IN CANADA

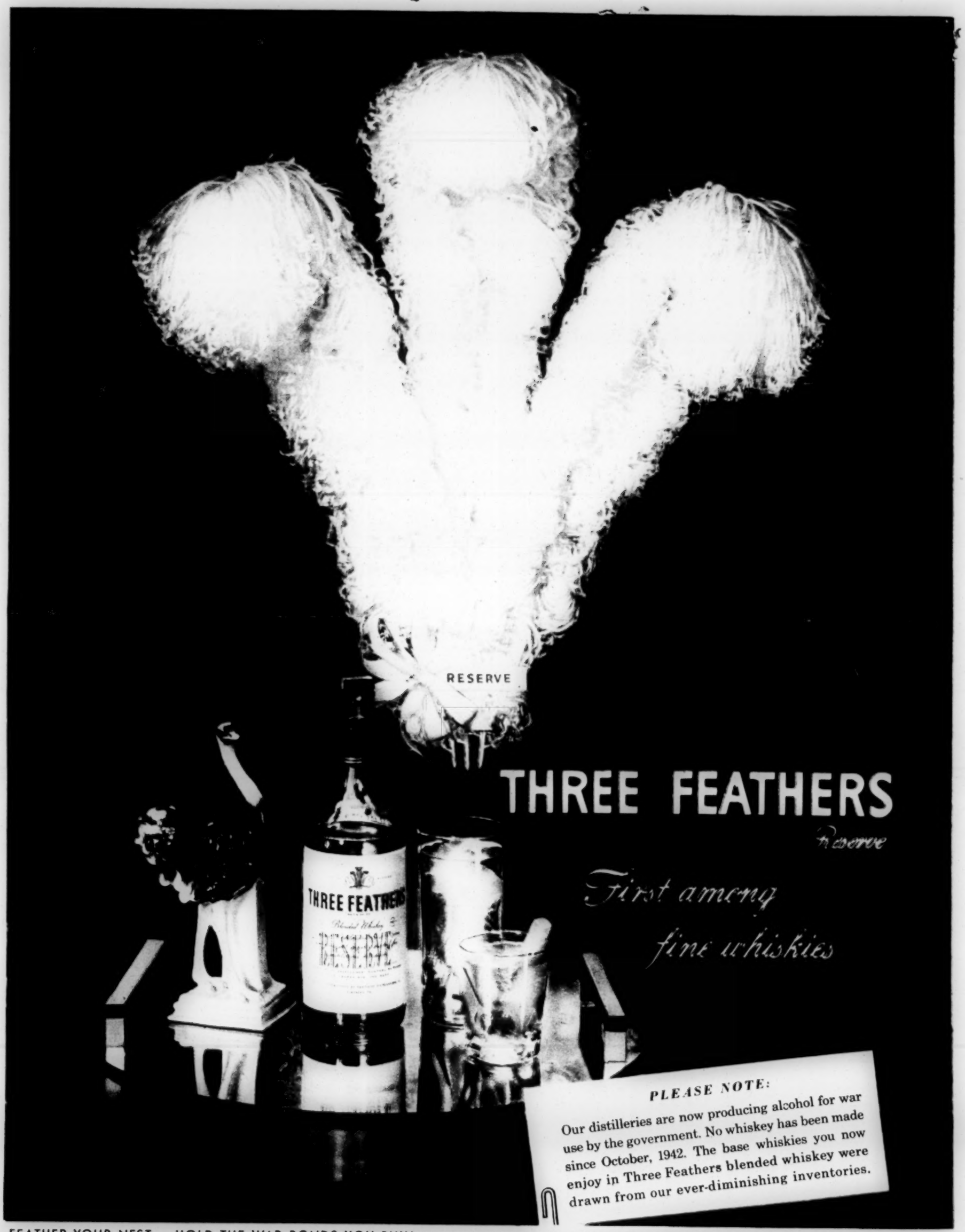
Place After the War

by Mrs. Franklin D. Roosevelt

shington Is Here to Stay

by Thomas L. Stokes





PLEASE NOTE:

Our distilleries are now producing alcohol for war use by the government. No whiskey has been made since October, 1942. The base whiskies you now enjoy in Three Feathers blended whiskey were drawn from our ever-diminishing inventories.

FEATHER YOUR NEST... HOLD THE WAR BONDS YOU BUY! Three Feathers Distributors, Inc., New York, N. Y. Blended Whiskey, 86 proof, 60% cane products neutral spirits.

MOBILIZATION POLICIES - 1945

Whitelock

November 15, 1945

DATA ON POSTWAR STATUS OF WOMEN WORKERS
(With some facts as to their wartime shifts)

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- Reshift in earnings
- Social implications

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- Women Workers' right to collective bargaining benefits
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STATUS OF WOMEN IN THE POST WAR WORKING WORLD

Data assembled for Miss Miller's use in speech before Race Street Forum, Friends Meeting House, Philadelphia, Nov. 11, 1945 7:30 P. M.

I. WAR FACTS AS TO SHIFTS AMONG WOMEN WORKERS

A. Numbers of Women in Labor Force

1. May 1940 (Beginning of Defense Period)	Number in labor force	- 13 1/4 million
	" employed	- 11 1/4 "
	" unemployed	- 2 "
	civilian	
2. May 1945 VE-Day	Number in labor force	- 18 1/4 "
	" employed	- 18
	" unemployed	300,000
	civilian	
3. August 1945 Victory Day	Number in labor force	- 19 1/3 " 1/
	" employed, almost	19 "
(including 1 3/4 million with a job but not at work due to temporary lay-offs, labor disputes, weather, illness, etc.)		
	Number unemployed	400,000

1/ This number includes seasonal agricultural workers and school girls with vacation jobs. Estimates for August and following months are not entirely comparable with earlier estimates, due to a change in the techniques of the Bureau of the Census, in July 1945, to make the count of persons in the labor force more accurate, by inclusion of certain groups formerly excluded: (1) Students and housewives who did some paid work in addition to their school or household duties but who may not have considered themselves in the labor force; (2) certain unpaid workers who may have been omitted because they were reported as doing only incidental chores whereas they really did a substantial amount of work. The Bureau of the Census is now in the process of revising the pre-July estimates to bring them in line with the later estimates. Had this new method of estimating been used in May 1945 there might have been roughly around three-quarters of a million more women in the labor force.

---

4. The increase in number of employed women from May 1940 to May 1945 - About 6 1/2 million of these --
   - Almost 1/3 (or approximately 2 million were from the unemployed group seeking work in 1940)
   - 1 1/2 million - normal increase had there been no war
   - 3 million war-induced workers - former housewives, retired workers, or girls leaving school to take jobs, etc.

5. Women constituted 1/4 of labor force in 1940
   " " 1/3 " " " at end of war

B. Great shifts in kinds of work done by women

1. Increase in every group (except domestic service which lost almost 1/2 million)

2. Strikingly significant increases in manufacturing - number more than doubled.

a. Peak for women factory workers - was in November 1943 - 4.8 million
b. Number in May 1945 - over 4 million (more men were available for replacements; some women when laid off disappeared from labor market)
c. 460 percent increase in war industries during war period.
d. Peak employment of women as factory workers in following industries

Ammunition - about 250,000
Plants manufacturing ammunition for small arms, (among the first to open their doors to women)

Electrical - about 375,000
(Large employer of women before the war)

Aircraft - about 360,000
(A week before Pearl Harbor about 4,000)

Steel- nearly 45,000

Shipyards- about 250,000
(in the commercial and Navy yards)

e. Transportation, communication, public utilities

Twice as many as before the war reaching a peak of about 650,000.

C. INCOME SHIFTS

1. Increased earnings in war industries for many woman due not only to higher rates (especially where women replaced men), but also to overtime pay, incentive bonuses, work on night shifts, etc.

2. Higher wages for many women who replaced men in essential civilian industries.

3. Some average weekly earnings — shown by National Industrial Conference Board data:

May 1945			
War industries		Civilian industries	
Shipbuilding	$49.80	Textiles	
Aircraft	48.27	Wool	$33.01
Automobile	45.79	Hosiery & knit goods	23.71
Iron & steel	42.69	Silk & Rayon	27.72
Electrical	40.16	Cotton north	27.72
Rubber	37.82	Meat packing	29.87
Tires and tubes	42.17	Boot and shoe	29.01
Other rubber products	33.41	Paper products	27.29
Chemicals	33.68		

4. Report on Weekly "Take-home" Earnings from 11 war-industry areas - 1944-45 1/

	Average for areas	Range in areas
Manufacturing		
War industries	$35.09	$30.00-40.33
Consumer goods	26.81	23.30 - 30.98
Retail trade	22.67	19.95 - 30.41
Hotels	21.43	16.25 - 27.64
Eating places	24.83	13.94 - 31.53
Laundries	23.67	16.05 - 30.17

1/ Study by Women's Bureau

D. Geographical Shifts

1. Women's Bureau study of typical war-congested areas in 1944-45 gives illustrations of percentages of inmigrants:

	Percent
Elkton	99
Wichita	57
Mobile	47
San Francisco Bay area	46
Dayton-Springfield	40
Seattle-Tacoma	33
Baltimore	30

II. CHARACTERISTICS OF TRANSITION

A. Data on labor force and industrial trends

1. From Labor Market Report USES, October 1945

Sharp and numerous changes took place in the labor market in the month following Japan's surrender. War production was drastically curtailed, and reconversion got under way.

The number of workers in war industries, August 14 - 7½ million. By September 15 this number had decreased by 2 million. Reductions were particularly severe in aircraft, ordnance, and shipbuilding.

Declines in Certain Industries

Aircraft - Had at its peak, beginning of 1944, over 2 million (2,082,000) workers; on August 15 - 1,200,000; on September 15 - 400,000; by November probably will have only 200,000. In view of the size of the employment reductions, women were not laid off in significantly greater proportions than were men.

Ordnance - Peak employment March 1945 - 1,360,000 workers; August 15 - 1,000,000; September 15 - 250,000; will probably be stabilized at 50,000 by spring of 1946. Women have been laid off at a relatively faster rate than men. (64 percent for women as against 46 percent for men).

Shipbuilding - In this industry the reduction was less pronounced - from 1,020,000 August 15 to 775,000 by September 15; probably to 450,000 by end of year. Since shipbuilding cannot be converted to production of other civilian items, released workers will not be replaced. (No report as to women versus men.)

Communication Equipment - (Radio and radar, telephone and telegraph equipment, phonographs, etc.)
Employment declined even more drastically than anticipated - from 410,000 on July 15 to 250,000 on September 15. Most of the reduction occurred among women workers. On July 15, women constituted less than 60 percent of total work force, but 2 out of every 3 workers displaced were women. On Victory Day it had been expected that prompt reconversion to production of civilian radio would absorb all but about 100,000 of the workers released from radar and other military production. However, radio reconversion has been delayed by price difficulties. While a few employers tentatively estimate some slight expansion, most are unwilling to manufacture civilian radios under existing price ceilings. Consequently, even though manufacturers of telephone and telegraph equipment will probably maintain or even expand their present employment, no large scale employment of released workers is to be expected until the radio price situation is unsnarled. Total employment in the industry may even decline further as workers continue to be released upon completion of war contracts. As soon as radio price difficulties are adjusted, the industry will snap back rapidly, and by spring there may be some employment recovery.

Expanding Civilian Industries

Resumption of civilian manufacturing is making extraordinary progress in many respects, and there is large scale absorption of workers by manpower starved manufacturing and service industries. For example, textile and apparel plants offer immediate job opportunities to 225,000 workers. Retail trade should absorb about a half million more workers by Christmas. Most of the major peacetime industries which had converted to war production are encountering little reconversion difficulty and are quickly rushing toward prewar output rates. Radio reconversion is a notable exception.

2. From Summary of Labor Market Conditions (in Selected areas) in the Month Ending Oct. 15, 1945

The period September 15 to October 15 witnessed a leveling off of the heavy layoffs and accompanying employment declines which occurred during the 30-day period immediately following Japanese surrender. Total unemployment compensation claims, which were at the million and half mark at the beginning of the period, rose to a peak of 1.7 million for the week ending October 6, but dropped slightly the following week and have since remained relatively stable.

Employment in metals, chemicals, and rubber industries as reported by the United States Employment Service experienced but a slight decline (3.4 percent during the month). Employment of women and non-whites declined relatively more than average, 6 and 10 percent respectively. Further sharp declines as a result of cancellation of war contracts are not anticipated and, as a matter of fact, total employment is reported to have increased during the month chiefly as the result of the absorption of displaced workers in trade, service, and light manufacturing activities. Most of the reporting industries forecast moderate employment increases in the immediate future, revealing that the downward trend was reversed during the month and substantial progress in reconversion to peacetime production is being achieved.

Similar trends are evident in many of the 136 labor market areas. Reconversion in some of the cases has made considerable headway and it is worthy of note that this is true even of the durable consumer goods centers such as Detroit, Flint, Cleveland, Philadelphia, South Bend, Milwaukee, Erie, and others. Several obstacles to the rapid absorption of a greater number of workers apparently persist. These include shortages of basic materials; many firms are still retooling; the fact that many of the displaced workers do not meet job specifications of expanding establishments; and an apparent reluctance of a significant number of displaced war workers to accept jobs with sharply reduced take-home pay which results both from the fact that overtime premiums have been eliminated and the available jobs are in industries that normally do not pay wages as nigh as those paid for war work.

3. From Bureau of Labor Statistics Release (Nov. 13, 1945)

Separations in manufacturing during September were much smaller than in August, as lay-offs were reduced and reconversion hiring got under way. Gross separations dropped from 2.4 million workers in August to 1.4 million in September and accessions increased sharply. Lay-offs continued large in plants making ordnance, ships, and planes.

Women were laid off or discharged from their jobs (in all manufacturing) at a faster rate than men - 7% per 1000 as against 4% per 1000 - and they were also resigning at a more rapid rate.

4. From Bureau of Census Reports

September 8, 1945 -	Number of women in civilian labor force (See footnote page 1)	18,650,000
	Number of women employed (Of these 1,050,000 had a job but were not at work for one reason or another)	17,930,000
	Number of women unemployed	720,000
	Number of all workers unemployed	1,650,000
October 13, 1945 -	Number of women in civilian labor force	18,520,000
	Number of women employed (Of these 570,000 had a job but were not at work)	17,900,000
	Number of women unemployed	620,000
	Number of all workers unemployed	1,500,000
	A decrease of 150,000 from September	
	The decline in unemployment in October occurred among men and women.	

[Note: Census director points out that some persons included among the unemployed are not covered by unemployment compensation and that persons employed part of a week and filing for unemployment compensation later in the week are not included among the unemployed that week.]

5. News release for November 14, 1945, from USES

A study in the USES of three typical cities - Atlanta, Ga., Columbus, O., and Trenton, N.J., - indicated why there are large numbers of workers seeking employment when there are also large numbers of job openings.

The findings showed:

(1) That the labor market had been inflated during the war by the inclusion of many workers who had learned only these limited skills.
(2) That there were few, if any, peacetime jobs calling for these limited skills.
(3) That there has been a sharp reduction in the number of jobs available in the skilled categories.
(4) That lower-skilled jobs pay smaller wages and workers' incomes have been further reduced by the return to the 40-hour week; if all the claimants in the three cities matched job openings and could be reemployed on the jobs, they would receive a cut in take-home pay averaging from 34 to 49 percent for men and from 49 to 53 percent for women.
(5) Most of the available jobs were for men only, most of the job seekers were women.

Women represented 60 percent of the total claimants in Atlanta, 60 percent in Trenton and 77 percent in Columbus.

Of the job openings, from 60 to 81 percent specified "men only" while 40 percent of the women claimants had been housewives or had had no work experience before the war. But more of the women claimants had been employed in a skilled or semi-skilled job before the war than there were openings for them in the present market.

III. SPECIAL IMPLICATIONS FOR WOMEN IN POSTWAR PERIOD

A. Women Who Want to Work

Percent who desire to continue to work in 11 war-congested areas surveyed by Women's Bureau (Total number of women interviewed 13,000):

	Percent	
Average for 11 areas	75	1/
Elkton, Md.	78	
Detroit-Willow Run area	77	2/
Dayton-Springfield, Ohio	78	2/
Wichita Area, Kan.	61	
Kenosha, Wis.	73	
Springfield-Holyoke, Mass.	83	
Seattle-Tacoma Metropolitan areas	61	
Mobile area, Ala.	84	2/
San Francisco Bay, Calif.	69	
Erie County (including Buffalo)	80	2/
Baltimore Metropolitan area	81	2/

1/ Confidential. Not to be used for publicity purposes. Preliminary average based on number of reports included in Women's Bureau study of individual areas.
2/ Figure has been released and may be used for publicity.

B. Women Need to Work

1. Approximately 4 out of 5 women who expected to continue to work gave as reasons the need to support herself, or to support self and others, wholly or partially, or to help support self and others.

2. In 10 of the areas studied (Elkton excluded) about four-fifths of the women lived with their families. Of these, 9 of every 10 contributed regularly to the support of their families and of these women, over half gave 50 to 100 percent of their earnings. Of the women living apart from family groups, 1 in 6 contributed regularly.

3. In many instances a woman was the sole wage earner in her family. Of every 10 widowed and divorced women living with a family, 3 were the only breadwinners. Of every 10 single and married women living at home, at least one was the only breadwinner.

C. Occupational Reshifting

1. Disappearance of wartime jobs has necessitated reshifting to peacetime jobs.

2. Veterans' priority, re-employment rights of men, and discrimination against women by some employers handicap women in search for jobs.

3. Lack of equal seniority with men and also of equal seniority rights are handicaps to women in many instances.

   a. Union efforts to safeguard seniority rights of women illustrated by Women's Bureau study of 80-odd contracts of locals in war industries. In four-fifths the contracts established the same seniority rights.

4. Occupational Prospects for Women

   a. Types of manufacturing

      Consumer goods (such as food, textile, clothing, shoe, etc.) where women long have been employed, will doubtless continue to employ large numbers of women, and possibly larger numbers than before the war in view of the great needs of people everywhere in the world and because of depleted supplies.

   b. Manufacture of other durable goods may employ more women than before the war due to:

      Large number of women now trained
      Breakdown of skilled processes
      Adaptation of machines to women
      Women's greater ability at certain processes

   c. Service Fields

      (1) These before the war employed over two-thirds of the women workers and offer the largest area for women's postwar employment. The service trades (stores, laundries, hotels, restaurants, telephone exchanges, etc.) and domestic service offer opportunities and can take up many women released from war jobs if satisfactory wages and conditions are provided.

Professional service

(a) Teaching, social work, nutrition, recreational, child care services, offer potentialities if the postwar plans and patterns involving these fields can be put into effect.

(b) In the medical services the outlook is particularly good as revealed by the Women's Bureau special study of prospects for professionally trained and practical nurses, occupational and physical therapists, hospital technicians and dental office assistants, medical record librarians, physicians, dentists, assistants to physicians and dentists.

As to chemists authorities believe the end of the war will not necessarily end all their opportunities opened up by the war.

(c) A real concern of the Women's Bureau is that qualified women be enabled to hold technical and professional advances made during the war — in scientific fields (even engineering). Even though women aspiring to such occupations have a harder struggle than if they go into more familiar pursuits, still women with predilection and ability should be permitted to to take the essential training and find their rightful niches.

D. Reshift in Earnings

1. Women are reluctant to return to many of the traditionally feminine prewar jobs due to substandard pay still existing in many places. Women who received higher wartime take-home earnings are loath to return to $16 a week or less, especially as cost of living has increased almost 30 percent during the war.

2. Many jobs in service industries are still offering substandard pay. This is often the reason that "jobs go begging" in various communities today.

   a. For example - in the laundry industry
   The average total earnings of 30,000 women employed in laundries in 12 large industrial States in April 1941 were $15.66 per week (according to a Women's Bureau study.) Data were collected by the BLS on average hourly earnings in 1943 for women in the power laundry industry in 88 cities in 11 States, most of which had no minimum wage law. In 37 areas the average earnings of women shakers, for example, were less than 30 cents. The averages for some of the woman-employing occupations were as low as 18 cents or less an hour in a few localities.

   b. In order to help raise the wages of women laundry workers the Women's Bureau is this year conducting a study of employment conditions in laundries. This study aims to show the need, through minimum wage legislation and through employers' practices, to raise laundry rates. In addition the study will seek to inform employers and the public of the reasonableness and feasibility of good employment standards as revealed by practices of progressive employers.

E. Social Implications

1. Women tend to freeze themselves to higher paid jobs.

2. Women tend to freeze themselves in communities where social conditions are favorable.

3. Danger of women being unwilling underbidders to men for jobs.

IV. THINGS TO DO TO IMPROVE WOMEN'S STATUS

A. WOMEN'S RIGHT TO WORK

1. The creed of full employment must include the right, as well as the need, of women as American citizens to a suitable job. Women's employment must be considered not only as a woman or labor problem but one of human welfare, which includes women's status in the wage earning world, their home and family responsibilities, and their relation to the National economy.

2. The purchasing power of women assured steady employment with good returns for their work is a valuable asset to the community and to the country as a whole.

3. Women have need of adequate job counseling, placement, and training facilities.

B. WOMEN WORKERS' RIGHT TO LEGAL SAFEGUARDS

1. Minimum wage legislation

   a. To guarantee a floor to wages in line with current cost of living.

      (1) Proposed amendment to Federal Fair Labor Standards Act, to have the 40-cent minimum raised to 65 cents.

      (2) Revision and extension of State minimum wage laws and orders.

         (a) 22 States without such a law.

         (b) Of the 26 States with a minimum wage law, half have made some progress during the war. Two - New York and Rhode Island - have extended coverage to men. Nevada and South Dakota have increased the statutory rates. In a number of States orders have been revised to increase rates, California being a conspicuous example of progressive action. Several States have issued new orders. [See special material on minimum wage laws.]

         (c) At the present time various States are revising or planning to revise all their wage orders. For example, New York, California, District of Columbia, Utah, Massachusetts and New Jersey are planning to revise at least some of their orders.

C. WOMEN WORKERS' RIGHT TO COLLECTIVE BARGAINING BENEFITS

1. Increase of women in unions from the prewar number of 800,000 to over 3 million by VJ-Day.

2. Delegates to Women's Bureau conferences with key women in trade unions stressed the fact that "union protection and benefits to women are not just a woman problem but one related to safeguarding the interests of all workers."

3. Some ~~recent figures~~ estimates on numbers of women in international unions and proportions they constitute of the respective memberships are as follows:

United Electrical, Radio, and Machine Workers, (CIO), 280,000 - 40 percent
United Automobile, Aircraft and Agricultural Implement Workers (CIO) 280,000 - 28 percent
International Ladies Garment Workers Union (AFL) ~~225,000 - 71 percent~~ 243,201 - 80 percent
Amalgamated Clothing Workers (CIO) 200,000 - 66 percent
Textile Workers Union (includes American Federation of Hosiery Workers, (CIO) 180,000 - 45 ~~40~~ percent
National Federation of Telephone Workers (Independent) ~~120,000~~ 150,000 - 60 percent
United Steel Workers (CIO), 80,000 - 11 percent
Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL) 78,000 - 25 percent
United Retail, Wholesale and Department Store Employees (CIO) 72,000 - 60 percent
United Textile Workers (AFL) 50,000 - 50 percent
International Union of Bakery and Confectionery Workers (AFL) 42,500 - 46 percent
International Brotherhood of Electrical Workers (AFL) 35,000 - 10 percent
Industrial Union of Marine and Shipbuilding Workers (CIO) 25,000 - 10 percent
United Office and Professional Workers (CIO) 21,000 - 35 percent
Food, Tobacco, Agricultural and Allied Workers (CIO) 20,000 - 50 percent
United Packinghouse Workers (CIO) 20,000 - 25 percent
United Hatters, Cap and Millinery Workers International Union (AFL) 18,000 - 50 percent
United Shoe Workers (CIO) 18,000 - 45 percent
United Farm Equipment and Metal Workers (CIO) 15,360 - 21 percent
International Brotherhood of Bookbinders (AFL) 14,000 - 45 percent

D. WOMEN WORKERS' RIGHT TO EQUAL PAY

1. Wartime gains in regard to "Rate for the job".

   a. Some entrance rates for men and women in many war plants.

   b. Action by National War Labor Board - under Order No. 16 between November 24, 1942 and January 3, 1944. When the requirement for reporting on voluntary adjustments was revoked, an estimated 2,250 reports were filed, involving increases to about 60,000 women. These were voluntary adjustments. Dispute cases involving the principles affected many additional thousands.

   c. Unions were responsible for extending the practice of "rate for the job" through inclusion of clause in many contracts.

   d. Four States passed an equal-pay law, bringing the total to six; Montana, Michigan, Washington, Illinois, New York, Massachusetts. Equal Pay bills were introduced into 17 other State legislatures in the past year.

2. Federal Pay Bill - S. 1178

   a. The bill which has the support of a large number of National women and labor organizations provides that it would be an unfair wage practice for any employer engaged in or affecting interstate commerce to discriminate against sexes by paying a different wage to a female employee for the same job.

b. The following summary is based on the testimony of Frieda Miller, Director of the Women's Bureau at the hearing on the bill before the Senate Committee on Education and Labor, October 29, 1945:

Two principal reasons for passing such a law at this time:

(1) To render justice to women workers by prohibiting inequitable treatment with respect to job rates as between men and women.
(2) To promote the general welfare by protecting general wage levels and maintaining consumer purchasing power.

c. As to the need for justice to women - data have been compiled showing cases of sex differentials where men and women are doing the same or comparable jobs, and showing also cases where women on semiskilled operations are paid less than men on unskilled work.

d. As to the need to safeguard wage levels - it is an axiom of wage theory that when large numbers of workers can be hired at lower rates of pay than those prevailing at any given time, the competition of such persons for jobs results either in the displacement of the higher paid workers or in the acceptance of lower rates by these workers. Over a period of time this pressure tends to depress all wage levels, with resulting reduction in purchasing power and lower standards of living. Especially now in a period of job displacement and readjustment, wage standards can be easily jeopardized. Because of the war-born training and skills of large numbers of women they are, as never before, in a position to be used by unscrupulous employers as wage cutters. This they resent both on their own account and on men's account. Women have a deep natural interest in the welfare of families and are anxious to prevent reduction of income and standards of living.

Only men who are willing to take on support of all women workers and their dependents can afford to talk about sending the women back to the home.

The competition of women for jobs then will remain real. One very effective way of preventing their necessity from turning them into wage cutters and depressers of men's earnings is to assure them the rate for the job for comparable quality and quantity of work.

Under such a system the employer will be free to choose the best and most efficient workers, regardless of sex.

Also employers who now observe fair wage practices will be protected from the competition of those who try to keep down costs by paying women less than men for similar work.

U. S. DEPARTMENT OF LABOR

UNITED STATES EMPLOYMENT SERVICE

Immediate Release
Afternoon Papers
Friday, September 21, 1945

Reports from local offices of the United States Employment Service, recently transferred to the Department of Labor, show that in the week ended September 14 a new low had been reached in lay-offs since the surrender of Japan. Lay-offs during the week totaled only 160,000 for the country as a whole in war industries in contrast to the 270,000 reported the previous week and the 1,800,000 estimated lay-offs in the first week after the defeat of Japan.

Although the gross accumulative total of lay-offs since the Japanese surrender amounted to approximately 2,500,000, USES officials called particular attention to the fact that many of the workers included in these lay-offs since had returned to employment and that the figure therefore should not be regarded as a figure reflecting unemployment. The figure did not take into account retirement from the labor force of women who returned to housework, students who returned to school, or older workers who were employed as emergency war workers but are no longer actively in the labor market.

With the single exception of San Diego, California, every large labor market area reported a decline in lay-offs last week. San Diego had 5,300 lay-offs last week as compared with 2,400 in the preceding week. Detroit, with 20,000 lay-offs due to war production cuts, was the area with the largest number. Lay-offs in the Detroit area totaled more than 70,000 during the week, largely as a result of strikes and consequent shortages of parts and material in the automobile industry. In this connection, USES officials emphasized that its national estimates of lay-offs are based solely upon war industry separations and do not include workers in struck plants or those laid off as a result of strikes.

The Seattle-Bremerton area which had the largest number of lay-offs—23,700—in the week ending September 7, reported only 2,400 workers were laid off last week.

The Los Angeles area reported 10,400 lay-offs last week as compared with 18,900 in the preceding week; the New York area 9,000 as against 21,800; San Francisco Bay, 6,800 as against 18,900 and Portland-Vancouver, 5,100 as against 8,200.

The United States Employment Service continued to report a substantial number of job openings, principally in retail trade, service and construction and such manufacturing industries as food processing, textiles and apparel. Approximately 60 percent of the job openings listed with the USES were at hourly wage rates below 75 cents, and more than 100,000 of them are for jobs paying less than 50 cents an hour.

Feliz WMC-3336

PM-4884

WAR MANPOWER COMMISSION

For Immediate Release
Afternoon papers,
Tuesday, Sept. 18, 1945

The transfer of the United States Employment Service and the War Manpower Commission to the Department of Labor marks the end of the greatest manpower mobilization in the Nation's history, Paul V McNutt, chairman of the War Manpower Commission, said today, WMC announced.

Mr. McNutt said it was his firm belief that the USES, as an arm of the Labor Department, would continue in peace the same high service it performed for the Nation in war and would prove indispensable as an integrated part of the Nation's drive for full employment.

"Its job now becomes of paramount importance to the Nation, the States and every individual community during the reconversion period," Mr. McNutt said, pointing out that the USES, as the operating arm of the War Manpower Commission, had rallied the mightiest labor force of all time--a force made up of American citizens of all races, creeds and walks of life.

It was the machinery of the United States Employment Service, Mr. McNutt noted, which enlisted the cooperation of industry, management, labor and community leaders in the war effort through its nation-wide network of more than 1750 offices. This effort resulted in the mobilization of a manpower force of nearly 60 million men and women who staffed America's production lines and war-supporting industries. It made older men, women, the physically handicapped, the minority groups, as well as the skilled and the unskilled, a vital part of America's war team.

The text of Mr. McNutt's statement follows:

"The War Manpower Commission's job has ended. A great manpower mobilization campaign is completed.

"The United States Employment Service---the operating arm of the War Manpower Commission---rallied the mightiest labor force of all time from the 135 million American citizens of all races, creeds, and walks of life.

"The War Manpower Commission enlisted the cooperation of industry, management, labor and community leaders, and through the nation-wide network of more than 1,750 U. S. Employment Service offices built a labor force of nearly 60 million men and women who staffed America's production lines and war-

supporting industries.

"Older men, women, the physically-handicapped, the minority groups, as well as the skilled and the unskilled, became a vital part of America's war team.

"The War Manpower Commission----with the United States Employment Service---also developed the machinery that moved hundreds of thousand of workers across State boundaries to all parts of the Nation in this vast war production effort. Thousands of Americans---young and old--were trained in new war skills. The handicapped found a place for their services in factory and office. In the four years of war more than 35 million war job placements were made by the United States Employment Service's local offices.

"This was the labor force that produced the tanks, the battleships, the rocket guns, the atomic bombs that sped the final V-Day for us all.

"Tribute is due the leaders of American industry and labor for their unselfish and tireless cooperation in the war emergency. It is this same cooperation upon which we must depend for jobs during peace.

"The United States Employment Service is still an integral gear in the Nation's drive for full employment. USES shares with management, labor, State and local government the trusteeship of America's program for economic security in a peacetime world.

"Today, the USES is a free, nation-wide government service, a "going organization" that is ready to do in peace what it did in war. Its job now becomes of paramount value to the Nation, the States and every community in this reconversion period---providing jobs for workers and workers for jobs."

END

Labor Market Conditions in Selected Areas following Japanese Surrender
(As of August 31, 1945)

Labor Market Area	Civilian population	Employment July 1945 1/	Layoffs (8/25-8/31)		USES local office unfilled openings as of August 31, 1945		Total U. C. Claims 4/	
			Number	Major industries affected 2/	Number	Major industries 2/	Week ending August 25, 1945	Week ending September 1, 1945
Total (131 areas)	69,030,450	7,414,600	230,270		679,350			
Region I								
Connecticut								
Bridgeport	223,000	68,000	(3)	—	1,600	M, C, W, Y	5,500	7,500
Hartford	318,000	60,000	(3)	—	2,800	W, M, Y	7,600	10,800
New Britain	84,000	26,000	(3)	—	1,500	G, W	NR	4,200
New Haven	246,000	31,000	(3)	—	2,500	W, Y	5,200	7,200
Waterbury	141,000	43,500	(3)	—	2,400	W, R, M, Y	NR	5,100
Maine								
Portland	147,900	10,000	700	S	1,300	W, Y	1,700	1,400
Massachusetts								
Boston-Quincy-Hingham	1,738,200	178,000	1,500	NR	14,000	W, C, Y	9,500	10,300
Fall River	123,700	4,800	(3)	—	1,700	X	NR	1,500
Fitchburg	130,000	13,000	150	NR	1,100	X, L, Y	NR	1,100
Lawrence	116,000	4,000	2,200	X	1,700	X	NR	6,800
Lowell	131,100	3,200	(3)	—	1,200	X, H	NR	1,300
Lynn-Salem	260,000	41,500	100	NR	1,800	H, X, W, Y	NR	3,200
New Bedford	145,000	14,100	(3)	—	2,000	X, M	NR	700
Springfield-Holyoke-Northampton	396,000	58,200	60	NR	3,100	L, X, M	5,200	6,900
Worcester	242,000	36,000	310	NR	3,100	W, C, X	2,000	1,900
New Hampshire								
Manchester	90,200	1,700	600	H	1,400	X, C, Y	NR	700
Portsmouth	107,200	18,000	2,000	S	1,900	X, H, W	NR	NR
Rhode Island								
Providence-Pawtucket-Woonsocket	617,500	67,000	300	NR	10,200	X, Y	NR	6,800
Region II								
New York								
Albany-Schenectady-Troy	568,200	64,900	1,300	T, M	4,400	X, O, W, L	NR	2,400
Binghamton	193,800	19,600	350	NR	1,300	H, C	NR	2,000
Buffalo-Niagara Falls	961,300	142,700	1,900	NR	6,000	I, R, Q, L	25,100	30,000
Elmira	178,000	21,400	400	NR	1,500	I, C, W, Q	NR	1,500
New York	7,846,400	434,000	29,700	A, S, O, I	60,700	L, C, X, W	48,200	61,500
Rochester	418,600	82,000	1,000	NR	5,400	W, C, Y	4,200	7,300
Syracuse	283,200	46,300	300	NR	2,800	W, Y	3,100	3,800
Utica-Rome	296,200	29,500	1,100	NR	4,000	X, N, M, L	NR	3,200
Region III								
Delaware								
Wilmington	189,500	29,600	1,100	O	1,800	I, R	1,600	1,900
New Jersey								
Long Branch	197,100	1,800	700	M	2,400	G, X, F	NR	2,100
Newark	1,626,300	273,500	7,500	O, M, S	12,200	G, X, I, W	38,000	46,300
Paterson	847,000	93,000	2,300	A	8,100	X, R, W, C	22,900	21,500
Perth Amboy	205,000	33,500	240	NR	4,100	R, G, X	NR	3,800
Trenton	276,800	39,000	2,000	A	8,100	G, F, R	NR	7,300
Pennsylvania								
Allentown	405,000	54,400	2,000	I	3,400	X, V	NR	NR
Erie	170,000	31,900	400	NR	1,500	I, M, L, R	NR	2,500
Harrisburg	274,000	13,900	360	NR	5,800	U, X, I, F	NR	1,700
Philadelphia	2,980,000	340,000	5,200	O, G	20,900	X, I, T, W	16,000	21,700
Pittsburgh	1,531,500	236,800	2,300	NR	15,900	I, U, Z	10,800	13,400
Reading-Pottstown	280,000	29,600	90	NR	1,700	X, I, G, U	NR	4,000
Scranton-Wilkes-Barre	635,000	13,600	2,400	A, I, M, X	13,000	Z, X	9,600	12,700
Region IV								
Washington, D. C.	1,335,000	28,500	330	A, Y	14,300	W, G, U	470	500
Maryland								
Baltimore	1,120,000	159,000	4,000	S, M, O	13,000	I, U, W	9,800	13,000
North Carolina								
Charlotte	412,500	7,900	300	O, Y	5,000	X, C, W, Y	NR	2,900
Durham-Raleigh	339,500	2,300	700	O, Y	5,300	G, X, V, L	NR	350
Winston-Salem-Greensboro	310,300	9,300	(3)	—	5,100	X, L	NR	4,500
Virginia								
Hampton Roads	597,500	65,000	(3)	—	8,300	G, C, F, Y	290	484
Richmond	307,600	12,200	800	N	4,700	V, X, L	NR	79
West Virginia								
Charleston	243,400	26,400	800	O, Y	3,600	Z, L, Q, W	NR	800
Clarksburg-Fairmont-Morgantown	236,200	6,000	800	O, M	1,400	Z, M, Q, Y	NR	900
Huntington	258,900	17,300	4,000	O, M	1,300	I, T, Z, Y	NR	2,600
Wheeling	184,900	15,200	1,400	I	2,100	Z, W, Y	NR	1,100
Region V								
Kentucky								
Louisville	500,000	54,000	2,600	R	4,700	W, C, F, R	6,100	8,200
Michigan								
Detroit	2,440,000	508,000	15,000	A, M, O	9,700	T, C, I, W	87,600	46,700 6/
Flint	236,000	47,000	400	NR	1,100	T, C, W	18,000	10,900 6/
Grand Rapids	248,000	25,000	(3)	—	2,500	X, L, M, W	6,100	3,000 6/
Lansing	170,000	27,500	(3)	—	1,200	I, C, W, Y	NR	3,200 6/
Muskegon	132,000	26,000	(3)	—	800	F, L	NR	2,600 6/
Pontiac	157,000	30,500	480	NR	1,000	I, C	3,500	2,200 6/
Saginaw-Bay City	243,000	33,000	200	NR	1,100	T, W	7,700	3,800 6/
Ohio								
Akron	485,000	108,500	1,900	A, I	4,100	R, W, I, M	430	1,900 6/
Canton-Massillon-Alliance	337,000	63,000	470	NR	2,400	Q, I, W, C	850	2,000 6/
Cincinnati	860,000	99,500	500	A	4,900	W, I, R, F	950	5,800 6/
Cleveland	1,300,000	235,000	5,000	M, O	13,900	I, W, M, X	2,300	6,900 6/
Columbus	500,000	40,000	200	NR	3,000	Y, U, G, F	360	2,800 6/
Dayton-Springfield	527,000	77,000	500	NR	3,600	W, L, C, M	380	1,700 6/
Toledo	380,000	60,500	2,000	O	3,300	W, F, M, C	2,200	3,200 6/
Youngstown-Warren-Sharon	422,000	91,000	1,000	O	3,900	I, W	5,900	6,300 6/
Region VI								
Illinois								
Chicago	3,700,000	385,000	10,600	A, W	49,200	W, F, M, I	59,400	46,600
Joliet	193,200	16,200	1,000	NR	1,600	W, P, Z, Q	NR	2,200
Peoria	239,500	34,600	50	NR	1,400	M, F	700	600
Quad Cities	216,350	38,200	950	O	3,500	M, I	NR	1,133
Rockford	134,000	24,800	250	NR	4,400	G, W, M	NR	800
Springfield	321,200	26,300	500	O	2,800	U, R, W	5,800	4,100

Labor Market Area	Civilian population	Employment July 1945 1/	Layoffs (8/25-8/31)		USES local office unfilled openings as of August 31, 1945		Total U. C. Claims 4/	
			Number	Major industries affected 2/	Number	Major industries 2/	Week ending August 25, 1945	Week ending September 1, 1945
Region VI (cont'd.)								
Indiana								
Evansville	245,000	28,000	5,900	A	1,100	W, F, Z	3,800	9,100
Fort Wayne	277,400	42,200	430	NR	2,300	F, T, C, W	NR	2,900
Gary-Hammond-South Chicago	600,000	133,500	1,500	A	4,400	T, I, M, W	7,300	6,900
Indianapolis	639,400	71,900	(3)	—	7,000	C, F, I, U	6,700	8,600
Muncie	132,500	14,000	(3)	—	1,500	Q, I, T	NR	2,700
South Bend	262,200	47,500	500	NR	2,400	W, C, U	12,000	10,600
Terre Haute	166,500	5,100	250	NR	1,600	O, F, T	NR	1,000
Wisconsin								
Madison-Merrimac	190,500	20,300	1,200	O	1,500	F, M, W	NR	2,400
Milwaukee	873,300	139,000	1,500	NR	9,100	M, W, I, U	15,400	12,400
Racine	92,000	18,500	(3)	—	1,100	I, M	NR	1,900
Region VII								
Alabama								
Birmingham	470,400	45,000	750	A	6,000	Z, I	3,500	4,600
Mobile	233,900	30,000	1,600	S	1,400	L, X, W	650	900
Montgomery	162,600	2,100	400	O	900	X, L, W	NR	200
Florida								
Jacksonville	245,100	11,400	1,650	S	2,900	G, V, W	250	230
Miami	335,000	5,100	350	G, S	7,000	C, G, W	750	800
Georgia								
Atlanta	595,000	34,800	2,700	A	5,300	X, W, C	3,700	5,400
Brunswick	80,000	8,000	300	S	750	L, C	300	340
Macon	165,000	5,100	(3)	—	950	X, Y	NR	1,500
Savannah	158,100	15,200	600	S	1,550	U, L, W	800	1,100
South Carolina								
Charleston	196,200	23,100	NR	NR	1,550	L, R, W	NR	20
Tennessee								
Chattanooga	230,000	15,600	550	R	3,950	I, X, C	NR	NR
Knoxville	420,000	64,400	1,600	W, I	3,300 5/	X, M, W	NR	900
Memphis	389,100	21,900	350	O	3,550	W, L, Y	1,400	4,300
Nashville	261,300	13,700	50	X	1,300	L, W, I	NR	3,500
Region VIII								
Iowa								
Des Moines	188,600	14,500	600	NR	3,400	U, W, F	3,500	3,600
Sioux City	95,000	2,000	(3)	—	1,200	C, U, F	NR	NR
Minnesota								
Duluth, Minn.-Superior, Wis.	157,000	13,800	850	S	2,100	I, F, U	1,400	1,600
Minneapolis-St. Paul	964,600	70,000	5,500	A, D, M	12,000	W, C, F, U	7,400	6,300
Nebraska								
Lincoln	93,200	5,000	(3)	—	1,700	U, F	NR	450
Omaha, Nebr.-Council Bluffs, Ia.	297,000	14,800	500	NR	6,600	F, U	1,500	1,600
Region IX								
Arkansas								
Little Rock	223,000	10,200	6,500	O	1,800	W, G, C, L	NR	2,200
Kansas								
Wichita	275,000	33,000	3,800	A	2,100	W, U, F	2,900	4,300
Missouri								
Kansas City	717,000	72,000	3,200	O	5,900	F, I, U	8,200	12,900
St. Joseph	108,000	200	750	X	750	F, C, U	NR	NR
St. Louis	1,462,000	155,000	2,900	O, M, R	9,500	I, M, F, W	21,200	23,400
Oklahoma								
Oklahoma City	364,600	18,000	700	A	2,500	W, F, C	4,400	12,300
Tulsa	225,200	21,700	2,200	A	1,300	W, C	3,400	4,900
Region X								
Louisiana								
New Orleans	600,000	41,300	8,200	S	5,600	X, W, M	2,200	1,800
Shreveport	212,000	8,800	1,200	O	900	C, L, W, R	NR	1,800
Texas								
Austin	123,000	400	(3)	—	NR	—	NR	100
Beaumont	246,000	30,900	1,200	S	1,200	L, W, S	NR	200
Dallas	462,000	30,500	900	NR	4,700	W, C, X	3,000	3,800
El Paso	124,000	1,800	(3)	—	NR	—	NR	50
Fort Worth	338,000	17,300	400	NR	4,100	A, C, I, W	2,000	2,100
Houston	647,000	45,400	2,300	S	6,400	M, C, I, W	300	300
San Antonio	390,000	3,300	1,000	G	2,200	C, W	NR	200
Region XI								
Colorado								
Denver	429,000	28,300	2,500	O, A	4,500	U, F, R, Y	NR	NR
Utah								
Salt Lake City	240,800	5,200	(3)	—	NR	—	100	100
Region XII								
Arizona								
Phoenix	165,000	11,700	2,100	N, A	2,500	Z, W	NR	2,400
California								
Los Angeles	3,175,000	335,000	14,000	A, S, Y	33,600	W, C, Y	50,600	56,300
San Bernardino	288,000	9,100	250	Y	2,800	U, F	NR	2,100
San Diego	375,000	32,600	2,000	A	3,800	G, W, C	6,900	7,300
San Francisco Bay	1,807,000	201,000	6,000	S	22,300	U, W, F	9,100	10,200
San Jose	191,000	8,200	(3)	—	4,700	NR	NR	600
Stockton	151,500	7,300	(3)	—	4,800	NR	NR	200
Oregon								
Portland, Oregon-Vancouver, Wash.	690,000	104,000	4,600	S	8,900	NR	5,100	5,000
Washington								
Seattle-Bremerton	692,700	108,000	4,500	S, A	9,500	U, W, Y	1,400	2,100
Spokane	182,000	3,900	650	M	2,100	NR	NR	50
Tacoma	204,000	26,300	1,500	S	3,200	NR	NR	1,200

1/ Estimated employment in metal and metal using industries, chemicals and rubber.

2/ The industry codes are as follows: A-Aircraft; B-Printing, publishing and allied products; C-Construction; F-Food processing; G-Government; H-Leather and leather products; I-Iron, steel and products; L-Lumber and timber basic products; furniture and finished lumber products; and paper and allied products; M-Machinery and tools; N-Nonferrous metal manufacturing; O-Ordnance; P-Petroleum; Q-Stone, clay and glass products; R-Rubber and chemicals; S-Shipbuilding; T-Transportation equipment, other than aircraft and shipbuilding; U-Utilities and transportation; V-Tobacco manufactures; W-Trade and service; X-Textiles and apparel; Y-Other manufacturing; Z-Mining, including petroleum extraction.

3/ No significant layoffs took place during week ending August 31, 1945.

4/ As reported to Bureau of Employment Security, Social Security Board.

5/ Excludes Clinton Engineer (Atomic Bomb) Project.

6/ U. C. Claims for these areas are currently being filed on bi-weekly basis, and therefore understate the number of persons claiming unemployment compensation and are not comparable with the August 25 U. C. figures.

NR - Not reported.

War Manpower Commission
Reports and Analysis Division
September 6, 1945

WOMEN'S BUREAU
JUL - 1945
DEPARTMENT OF LABOR

WAR MANPOWER COMMISSION
Washington 25, D. C.

In reply refer to WMIF

WMC Field Instruction No. 811
Information Service No. 225
June 22, 1945

TO: All Regional Manpower Directors

SUBJECT: Field Publicity on the Modified WMC Post V-E Day Program

Now that WMC Field Instruction No. 806 has been sent to the field, it is highly important that area directors take aggressive action to make certain that employers, workers and the general public have a full knowledge of controls which will be in effect under the modified War Manpower Commission Post V-E Day program. Full cooperation of the public with the War Manpower Commission programs at area and regional levels can be assured only through full public understanding of local manpower situations and programs in effect.

On May 12 the newspapers of the country gave wide publicity to an announcement from national headquarters outlining the provisions of the Commission's post V-E Day program for the transition period to July as well as adjustments which were to take place in controls as of that date. Later the May 12 program was modified on the recommendations of the regional directors, the National Management-Labor Committee and representatives of the twelve Regional Management-Labor Committees. The modified program placed authority for originating decisions to change controls at area levels. This was done to give every possible assistance to regional and area directors in meeting the difficult problems of staffing war plants and removing impediments to the resumption of civilian production necessary to avoid excessive unemployment.

As a result of difficulties in clearing release with other agencies of the story announcing the changes in the program, the news release was not issued in time either to send it to the field well in advance of publication or to get it to the newspapers and press associations on Saturday June 9 in time to assure the wide publicity regarding the changed program that was desired. As a result, many persons are unaware of the modifications made in the program. In many areas workers and employers are going on the assumption that controls will be eliminated in surplus labor areas on July 1.

It was planned early this week to release a story on Field Instruction No. 806 calling attention to the changes made in the program, and a news release was prepared. After consulting with a number of regional directors, decision was reached not to release another story on the program from Washington at this time. Regional and area directors should use the material in the field instruction to publicize their own programs. It was felt this would avoid confusion and facilitate the publication of stories outlining exactly how programs were to be operated in the Post V-E Day period in each region and each area.

It is recommended that each regional director take steps prior to July 1 to release stories either at regional, state or area levels outlining in detail the manpower situation, listing the controls to be retained and citing such other data as will give the public a clear picture. If necessary, mention should be made that the May 12 announcement that on July 1 controls would be removed from surplus areas has been modified after consultation with management and labor representatives. This might then be followed by an announcement in each area of the area program to be in effect after July 1.

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A draft news release on Field Instruction No. 806 is attached for such use as regional directors care to make of it. It is realized that conditions vary in each region and that no single release would fit all regions.

If news stories have not been issued on the modified WMC Post V-E Day program with special reference to the way these changes will affect your region or individual areas, it is suggested that such stories be released after meetings of management-labor committees have been held as called for in the closing paragraph in Field Instruction No. 806.

Initiated by:

/s/ Sophie Nack
Acting Director of Information

/s/ Robert C. Goodwin
Executive Director

B and D distribution

1-782

For Local Release

WAR MANPOWER COMMISSION

The Region _____ Post V-E Day manpower program, as modified to meet the provisions of new field instructions issued by the national headquarters of the War Manpower Commission in Washington, gives regional and area directors full authority to retain or relax existing manpower controls including the employment stabilization program, the priority referral and ceilings programs and area forty-eight hour week programs, _____, Regional Director, announced today.

"The new instructions," Mr. _____ said, "as forwarded to all regional directors, modify those provisions of the original War Manpower Commission Post V-E Day Program, as announced in Washington on May 12, which provided that beginning July 1 all controls would be retained in tight labor market areas and all controls removed in surplus areas. Under the new program, area directors have full authority, after consulting with their management-labor committees, to move to retain or relax any and all area and regional manpower controls subject only to the approval of the regional director. Controls will be retained in all areas in this region," he added, "until they are relaxed in accordance with the provisions of the new field instruction."

"This extension of authority to local officials by national headquarters will not result in relaxations of manpower controls which would adversely affect war production," Regional Director _____ said. "While area directors are now clothed with full authority to move to relax controls or retain or change manpower programs as the needs of the war or employment conditions warrant, proposed change will not go into effect until they have been approved by the regional director who will be guided by national standards which are outlined in the new field instruction. The modified program will assure the speediest possible

7-18-2

action in manning war plants and in heading off unemployment during the reconversion period. It will assure the retention of necessary controls in any area where relaxation of controls would endanger war production and permit relaxation of controls, even in tight areas, when elimination of one or more controls will not interfere with war production and will tend to prevent or alleviate unemployment through permitting resumption of civilian production.

"I have the utmost confidence that area officials and representatives of management and labor will hold the line where such action is necessary to maintain war production and relax controls where such action can be done safely and where it will permit resumption of civilian production needed to alleviate unemployment." I have the greatest confidence in the judgment and patriotism of the men at the grass roots level. They stand where the problems must be decided. They know that our fighting men must have the tools for victory on schedule and they also know that we must not permit unemployment to develop where it can be avoided through prompt aggressive action.

Mr. _____ stated that under th modified regional manpower program area WMC Directors now have authority to decide on an area basis whether workers subject to priority referral shall be limited to referrals to job openings in essential activities.

"In order to give greater elasticity to the operation of manpower programs at area levels, the War Manpower Commission has eliminated the nation-wide requirement that applicants subject to priority referral be limited to referral to essential openings for which they are qualified, except in cases of undue hardship," Mr. _____ said. Area directors, however, may provide for limiting job offers to essential openings or to specified categories of priority openings as the needs of the area require.

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On the question of priority referral programs the field instruction states:

"Priority referral may be applied to all workers, to all male workers, or to specified categories of workers in accordance with local labor market needs. The nation-wide requirement that applicants subject to priority referral be limited to referral to essential openings for which they are qualified is eliminated. However, under the standards for priority referral, issued by national headquarters last year, area directors may provide for limiting job offers to essential openings or to specified categories of priority openings as the needs of the area require.

"Area manpower directors should limit referrals to essential activities, or priority openings, or specified categories of priority openings whenever such limitations are necessary to assure that the needs of war producers are met.

"Priority referral may be applied to all workers, to all men or to specified occupational groups. During this post V-E Day period, it is anticipated that significant unemployment in some areas may nevertheless be accompanied by critical shortages in some occupations. For that reason, particular consideration should be given to the character of labor supply and demand in each area with a view toward lifting priority referral as soon as possible from all workers who are surplus for war production demands while keeping priority referral for such groups as are in short supply for essential activities."

In its field instruction the War Manpower Commission stated that in instances where priority referral programs are removed by area directors or where no priority referral programs exists now, area directors should continue to give priority of service to employers engaged in essential activities.

"Orders from establishments engaged in activities included on the list of essential activities shall be identified as essential," the field instruction stated. "Applicants qualified to fill such orders shall be offered referral to such jobs before less essential jobs and essential openings shall be given preference in recruitment activities.

The field instruction not only outlined in detail the machinery which area directors and regional directors may use in effecting speedy revisions in manpower controls when these are advisable; it also set forth standards which regional and area directors should follow in making program adjustments.

In outlining the points which area and regional directors should bear in mind in reaching decisions as to whether controls should be retained, modified, removed or reapplied, the War Manpower Commission, in its field instruction, emphasized the necessity for not making changes in programs which would interfere with war production. It stated also that determinations on the question of retaining or removing controls should be based on the labor market situation in each particular area and should be based on the supply and demand forecast for the next sixty day period. The War Manpower Commission had this to say on these points:

"In general the sound justification for manpower control programs is to assure the staffing of establishments engaged in war production activities (i.e., activities included on the National List of Essential Activities).

"The primary consideration in determining whether any or all manpower controls should be maintained in a specific area is whether or not such controls are necessary to assure that the current and enticipated manpower needs of war producers are met. An additional factor is whether or not maintenance of such controls hampers the prompt reemployment of displaced workers without adversely affecting war production. The following suggestions and criteria are general in character and should underlie any consideration of whether a manpower control program should be relaxed in whole or in part, or retained.

"Determinations should be based on the labor market situation in each particular area, and should be based on the supply and demand forecast for the next 60-day period. Under no circumstances should a reduction in demand which is anticipated more than 60 days hence be the grounds for an immediate relaxation of controls since an anticipated outback may fail to occur or may be compensated for by new contracts before it is

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actually experienced. However, labor demands which are expected to materialize more than 60 days hence should be considered and, if they are such as to warrant manpower controls during that future period, controls should not be dropped, even though such action may be justifiable on the basis of the current labor market situation."

"In general, manpower controls should not be retained in any area where (a) the current manpower requirements of employers engaged in essential activities are being met; (b) there is every expectation that the requirements of these employers for the next 60 days can be met adequately even when civilian production is expected to expand; and (c) significant unemployment is emerging in the community.

"Controls should be retained in areas in which (a) the current manpower requirements of employers engaged in essential activities are not fully met; and (b) there is no expectation that a sufficient supply of the right kinds of workers will be available to meet the requirements of these employers during the next 60 days; and (c) there is outstanding a significant volume of inter-area clearance orders, or local employers are having to recruit in other areas.

"There may be areas in which widespread layoffs are occurring or are anticipated within the next 60 days, but where the workers released do not possess the skills needed in other war production. Under such circumstances, the area program should be modified so that the released workers may be reemployed as quickly as possible, while the controls necessary to assure maximum recruitment and allocation of the types of workers still needed in war production are maintained. For example, if a surplus of women workers develops, controls can be eliminated for this group.

"In all cases where the possibility of further cutbacks or intended expansions in specific war items is the determining factor in the decision to modify programs in an area and insufficient information is available locally, the Regional Manpower Directors should consult with the regional procurement authorities regarding the status of present and future procurement plans for the areas. If the

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Regional Manpower Director is still not satisfied with the adequacy of the information upon which he must base his decision, he should consult headquarters by telephone or wire regarding the recommendation received from the area. Headquarters will consult in such cases with the procurement authorities in an effort to secure the latest information on contemplated future outbacks or expansions, and will make available to the Regional Manpower Director for his guidance such additional information as can be obtained."

The machinery set up for adjusting controls provides for the initiation of changes by area directors and the fullest possible use of management-labor committees in working out recommendations. In accordance with the new instructions area directors may proceed at once to initiate changes in existing programs after consulting with the area management-labor committee where such changes are warranted as a result of the end of the European war. If the area director and the management-labor committee agree on a proposed change, it is sent to the regional director for his approval. If the regional director approves, it goes into effect at once. If the regional director disapproves, it goes to the Regional Management-Labor Committee for consideration. If the regional director disagrees with the Regional Management-Labor Committee decision, the management-labor committee can request review by the National Management-Labor Committee. The national management-labor recommendations is passed on to the Chairman of the War Manpower Commission and his decision is final. If the decision is in favor of the proposed change, then the regional director is notified and the area director can put the change into effect and issue an announcement to that effect to the newspapers. If the decision is adverse, then the regional director and subsequently the area director is not notified..

"The War Manpower Commission post V-E Day regulatory program as it now shapes up and as it is now in effect throughout the nation provides for continued use of the employment stabilization program, the priority referral program, the ceilings program, and the area forty-eight hour week program until each has been individually

modified or removed in whole or in part as recommended by area directors after consultation with Management-Labor Committees in accordance with the conditions laid down in the field instruction." Mr. _____ said.

"The post V-E Day program provides insofar as the employment stabilization program is concerned, that the statement of availability procedure may be continued as heretofore or it may be modified in coverage or eliminated entirely as area labor market conditions warrant. For example, area programs may be revised to exempt women from the statement of availability requirement when the control is no longer needed to assure adequate staffing of war production.

"If the labor supply-demand situation in an area is such that replacement would be difficult, as measured by the absence of sufficient workers to meet adequately current demands for essential activities, employment stabilization should be retained. Since many areas anticipate a surplus of women workers at the same time that shortages of male workers continue in essential activities, employment stabilization programs may be revised to include men only."

In addition to points mentioned earlier, regarding the priority referral program, the War Manpower Commission suggested that blanket referral cards entitling a holder to seek employment with any employer should be issued to workers in areas with priority referral programs if the local office has no suitable job for the worker. On this point the Commission said:

"No worker subject to priority referral should remain unemployed because the local office has no suitable job to offer him. When it is not possible to refer immediately or to develop a job opening for an applicant subject to priority referral, a blanket referral card addressed to 'Any Employer' should be issued."

Discussing the employment ceiling program the War Manpower Commission said:

"Employment ceiling programs may be established or retained in any area when necessary to assure adequate staffing of war production. Small firms, including firms employing up to 100 workers, may be exempted by the Area Director with the approval of the Regional Director.

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"In areas where labor supply for essential activities continues to be insufficient, it may be desirable to retain the employment ceiling program in order to keep essential demands to the minimum necessary to meet production requirements and to keep less essential establishments from competing for scarce supplies of labor. Where it is determined that the employment ceiling program should be continued, the size-of-firm exemption to be adopted should be carefully examined in terms of benefits actually derived in relation to the work load involved. It should be considered that, in areas where priority referral of a major portion of the labor force is maintained, the flow of workers to other than essential activities can be controlled through this program and employment ceilings on small firms may not be necessary."

The War Manpower Commission, it its field instruction, stated that the minimum wartime workweek of forty-eight hours would be continued on an area basis except as modified or rescinded in accordance with procedures set up in the field instruction for initiating changes through area directors. On this subject the commission stated:

"Area Wide

The minimum wartime workweek designations under Regulation No. 3 will be continued on an area basis except as modified or rescinded in accordance with procedures set forth in Item II above.

"Steel, Textiles, Lumber and Nonferrous Metals

"The minimum wartime workweek designations under Regulation No. 3 of the textiles, lumber and nonferrous metal industries will be continued, subject to local exemptions in accordance with the procedures set forth in Regulation No. 3. Final decision on the rescission of the minimum wartime workweek for steel has not been made. Pending this decision, the designation will be continued on a national basis subject to local exemptions in accordance with Regulation No. 3."

7483.

A D V A N C E R E L E A S E A D V A N C E R E L E A S E

North - WMC - 3406-7 PM-4822

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Friday Afternoon Papers
May 25, 1945
Radio Release: 7 A.M., EWT, Friday, May 25

Cleared and Released
Through Facilties of the
Office of War Information

Discharged service women are being given the same assistance, with respect to employment counseling and job placement, as are returning servicemen, officials of the United States Employment Service, War Manpower Commission, said today.

Local USES interviewers and veterans' employment representatives are specially trained to assist job applicants with physical disabilities by the use of WMC's "selective placement" techniques, it was pointed out.

These techniques involve a close study of the applicant's work experience previous to entering the armed forces, any specialized training acquired while in the service as well as complete information on the nature of the disability and the limitations it might impose on job performance.

"Local offices of the USES are carrying out the provision of the 'G. I. Bill of Rights' which states that an effective job counseling and placement service shall be provided to all veterans--men and women," WMC officials said.

"When a service woman comes into a local USES office for job assistance, she will be given individual attention at all steps in the placement process. If any special problem or difficulty is encountered that cannot be handled by the regular interviewer, a special staff member will give additional service.

"If the discharged service woman has any type of disability that might limit her job responsibilities, local office personnel will make certain that all information concerning her physical capacities is taken into consideration."

Army training and experience are carefully reviewed to determine the applicant's applicability to civilian jobs, WMC said, citing the case of a discharged WAC, who had been disabled and who contacted the USES in Everett, Wash. By use of the booklet, "Special Aids for Placing Army Personnel," interviewers were able to match her electrician's experience in the Army with an available job as electrician's helper in the local shipyard.

A SPAR, awaiting discharge from the U. S. Naval hospital in Charleston, S. C., was given the opportunity to learn stenography with the regular high school class at Charleston Murray Vocational school after the local veterans employment representative made arrangements with both the school and the Vocational Rehabilitation Service.

Since she was to be discharged from the hospital a few months before completion of the course, the USES made further arrangements with the Vocational Rehabilitation Service to have her transferred to a similar course in her home town of Atlanta, with board expenses paid until she finishes her training, WMC said.

Chambers - WMC 3406-7 PM - 4796

WAR MANPOWER COMMISSION

For Immediate Release
Thursday, April 19, 1945

Cleared and Released
Through Facilities of the
Office of War Information

The War Manpower Commission has made 27,778,823 placements in non-agricultural war production and essential supporting activities since it was created by Executive Order of the late President Roosevelt three years ago, it was announced today by Paul V. McNutt, WMC Chairman. This is equivalent to about 800,000 placements per month.

"Hundreds of thousands--even millions -- of jobs in war production have been filled more than once," Mr. McNutt said. "In hundreds of thousands of cases employes have been transferred from plants engaged in declining or completed production schedules to other plants producing more essential war products. Likewise when men of military age were inducted into the armed services it has been necessary to find replacements in industry for them. The fact is that with this huge total of workers to be provided, and with centers and products of production constantly changing, there has been at no time a critical shortage of manpower in the urgent industries of more than 200,000. This is and must remain, a tribute to the patriotism of the American people."

As the war program got under way in 1942, Mr. McNutt said, the WMC was called upon to fill 6,939,620 job openings. In 1943, 9,393,196 placements were made, and in 1944, as the production program approached the peak, the WMC met a demand for 11,446,007 placements.

There have been approximately 14,000,000 men who entered the armed services by induction or voluntary enlistment. About 2,000,000 have since been returned to civil life, many of them to the nation's work force. The large percentage of those entering the services, however, were employed in industry at the time they put on the uniform. This made it necessary to replace them with workers from less essential industry, from women not previously at work in industry, and by importation of foreign workers.

In the Executive Order creating the War Manpower Commission on April 18, 1942, the late President Roosevelt named Mr. McNutt, the Administrator of the Federal Security Agency, its Chairman. Other members include representatives of the War, Navy, Agriculture and Labor Departments, the War Production Board, Civil Service Commission, Selective Service System, the Maritime Commission and the Office of Defense Transportation.

The order provided among other things, that the Chairman, after consultation with other members, shall:

Formulate plans and programs and establish basic national policies to assure the most effective mobilization and maximum utilization of the nation's manpower in the prosecution of the war.

Establish requirements for industry; review all other estimates for military, agricultural and civilian manpower; and direct the several departments and agencies as to the proper allocation of available manpower.

Establish policies and prescribe regulations governing all Federal programs relating to recruitment, vocational training and placement of workers to meet the needs of industry and agriculture.

Subsequent amendments to the original Executive Order placed the military requirements of manpower under the Selective Service System, and the placement of agricultural workers under the War Food Administration.

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Return to Robinson

ADVANCE RELEASE ADVANCE RELEASE

Chambers-WMC 3406-7 PM-4782

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Thursday Morning Papers
March 29, 1945

Cleared and Released
Through Facilities of the
Office of War Information

Levels of munition plant employment achieved in December were maintained in January and February, Paul V. McNutt, Chairman of the War Manpower Commission, announced today.

"This represents a positive betterment in the employment situation," Mr. McNutt said, "because, while the over-all employment level has remained steady, workers released from declining war programs have been channeled in large numbers into plants producing 'must' items on the critical program."

An extra "push" in getting more workers to leave nonessential industries for jobs in war production plants is needed, however, the WMC Chairman said, if production schedules for the six-month period from February 15 to August 15 are to be met.

"Total military and civilian labor requirements for the coming six months will be 1,500,000 persons," he said, "900,000 of them for the armed services. Of the total, 1,150,000 are available or in sight. The remaining 350,000 must come from among workers now employed in less essential industry, from more extensive use of war prisoners and foreign workers, and by encouraging more women to take jobs in war industry."

Three major sources of supply are expected to provide 1,150,000 of the persons needed for the armed services and war production plants. These are: 350,000 discharged veterans available to the civilian work force; 300,000 trained workers from shipyards where new construction schedules are declining; and 500,000 from normal additions to the labor force.

The 350,000 net increase in the war plant working force, the WMC Chairman said, is needed to staff new plant facilities being constructed for war production, as well as to accelerate hiring in plants now engaged in greatly expanded production programs of vital war materials.

"No official figures are available for armed force requirements beyond June 30," Mr. McNutt said. "Therefore, we are projecting the same rate of induction and enlistment scheduled for the first six months of 1945.

"The acute need for additional war production workers persists, despite the fact that total civilian employment in February 1945 was 300,000 higher than in the same month a year ago. Much of this increase, however, was in less-essential industries and civilian trades and services."

The WMC Chairman attributed the increase of workers over last year principally to the influx of more women, 14 years and over, into the nation's work force.

(over)

"In February 1944," he said, "about 32 per cent of the adult working force were women. By February 1945, this had increased to 34 per cent. The full extent of the role that women are playing in the war effort is shown by the fact that in February 1941 the proportion of adult females in the labor force was only 24 per cent.

"February 1945, marked the first month since July 1942 that the number of persons in the civilian labor force was larger than that of the same month in the year before. Whereas in the same 12-month period the net increase in the armed services was 1,300,000, this was more than offset by an increase in the civilian labor force, from 51,100,000 in 1944 to 51,400,000 in February 1945."

Munitions industries employment showed substantial gains generally during January and February, the WMC Chairman said. In the two-month period 30,000 workers were added to critical plants on the 'must' list producing ammunition, tanks, motor vehicles, and other critical items. Other employment gains noted at the same time included 15,600 in plants producing heavy ammunition; 7,500 in plants producing "must" aircraft items; 5,200 in naval establishments for fleet repairs; 3,000 in establishments producing tanks and 2,600 in steel plants.

Current production schedules call for an acceleration of munitions output in the second quarter, with June production approximately 10 per cent above the levels attained in January and February of this year. In the third quarter, however, the demand will taper off two per cent below the June demand, according to present schedules. New ship construction will be the principal item on the declining schedule after June.

Achievement of the production now scheduled for the six-month period from February to August will require that present employment levels in the munitions industries be increased by almost 300,000 by June 1945, followed by a drop of almost 100,000 in the following two months. Total employment in these industries then will total 9,300,000. To meet the indicated needs, the expanding portion of the munitions industries will have to add more than 400,000 persons to their present totals to meet requirements of the June peak. Ammunition and combat and motor vehicle industries will require 200,000; electronic and communications equipment group, 50,000; aircraft, 60,000; ship repair, 70,000 and basic materials, rubber and general components, 50,000.

By August the only new needs will be 50,000 for the ammunition and combat vehicle group and 10,000 each for ship repair and aircraft. Declines, on the other hand, are scheduled to occur in new ship construction, where 130,000 workers will be dropped by June and another 170,000 by August. Communications and electronic equipment industries will require 30,000 fewer workers in August than in June.

Ordnance output on the other hand is scheduled to rise 20 per cent between February and August and a major portion of increased labor needs in the munitions industries will be concentrated in this category. At least 230,000 more workers will be needed if schedules are to be met.

Employment in the aircraft industry rose by about 20,000 in January but dropped 5,000 in February. Schedules for the next six months call for

a monthly increase of 10,000 workers until the peak is reached in August. At that time, if schedules are to be met, it will call for a total employment in the industry of 1,750,000, about 70,000 more than at present.

Employment in the communication and electronic equipment industries must rise by 50,000 by June if current projected schedules are to be met, but by August the peak will have passed and employment requirements will total only about 20,000 above the present level.

During 1945, Mr. McNutt said, the net increase in the working force is not expected to maintain the continual growth that marked the entire year ending in February. By August, with this year's production peak passed, it is expected that the civilian labor force will be the same as that of August 1944.

END OF ADVANCE RELEASE: For THURSDAY MORNING Papers, March 29, 1945.

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Chicago Sun

Feb. 15, 1945

WMC AID EXPLAINS LABOR SHIFT TO WAR WORK HERE

By O. M. Smucker

Confusion attending compliance with the War Manpower Commission directive to switch 10 per cent of employees now in non-essential jobs in this area to war work by March 1 was cleared up for Chicago employers yesterday by Lester Brown, WMC director for Cook and DuPage counties.

Addressing an overflow luncheon meeting of the Chicago Association of Commerce in the Hotel Sherman, Brown emphasized the urgency of the present program by declaring that the Chicago district is not meeting "the minimum requirements of critical war production within the time permitted and in the numbers needed."

"And we have every reason to believe that the manpower stringency will increase sharply in the immediate future," he said.

Employers not engaged in essential war work were given an easily understood summary of the pertinent provisions of the ceiling reduction program:

1. All unclassified employers of 10 or more full-time workers are covered.

2. The entire 10 per cent reduction is to be made in the male ceiling if at all possible.

3. The reduction is to be completed by March 1.

4. Failure to receive a notice of ceiling revision does not exempt employers from the order.

5. Employers should now be in the process of referring workers to USES for interview.

6. Workers referred should present a letter to the USES guaranteeing re-employment rights.

7. Employers should not separate workers referred to the USES for interview until notified to do so.

8. Employers will be considered in compliance if they have started to refer to the United States Employment Service the initial 5 per cent by Feb. 20.

9. Any employer who has not been notified by the USES of the amount of his employment ceiling reduction will compute his reduction quota from his employment ceiling established by his last pay period in March, 1944, and proceed immediately to make referrals accordingly.

The only exe,ptions from the order, in both male and female employees, Brown stated, are veterans of World War II, workers hired specifically for temporary employment of less than a duration of seven days, or those engaged for part-time work of less than 30 hours a week.

Statements of availability may no longer be issued by employers, he said. This authority is specifically delegated to the USES. Also no male or female worker may be hired without a referral card from the USES, unless a World War II veteran, a part-time worker of 29 hours a week or less or engaged for less than seven days.

Brown estimated that the Chicago district requires 70,400 additional war workers by March 15, an additional 90,600 by May 15 and 107,500 by July 15. There is an immediate demand for 16,200 workers, principally men.

'Unskilled Labor Most Needed.'

"Our most serious shortage exists in the classification of unskilled male labor," he said. "This situation is so critical that we had to resort to the use of prisoners of war and the importation of free foreign labor. At present we have nearly 1,000 Jamaicans and Barbardians at work in this area and are negotiating for many more, contingent upon finding suitable housing, the lack of which is a serious handicap in the use of immigrants."

The figures on requirements of priority plants do not tell the whole story, he said, pointing out that many plants, particularly those producing ordnance items, have no schedules. "Any amount produced is insufficient to meet requirements and production is limited only by plant capacity," he explained.

The WMC official disclosed that the wages and hours division of the Department of Labor will shortly send investigators into the Chicago district to check up on compliance with the 10 per cent reduction order; also that the War Manpower Commission will conduct investigations of reported violations.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Extracts from A NEW TECHNIQUE FOR PREDICTING MARKETS, in After the War, January 1945. (Published by the Institute on Postwar Reconstruction, New York University, N.Y.)

* * * *

The traditional method on which a plant, or an industry, has based its plans for future production and employment is the more or less detailed projection of its past performance into the future, with due allowance for obvious changes in external and internal conditions. Thus each company, or each industry, makes independent estimates of how much it thinks it can sell during the next year or two.

This method has worked fairly well as a rule of thumb, but it is not likely to be adequate in the postwar world where accurate planning will be necessary. Such "lone-wolf" planning is usually based on inadequate information, and, perhaps even more important, it does not take into sufficient account the interrelation of an individual enterprise with all the others.

As a more reliable guide to future production and employment a new technique has been introduced at the United States Bureau of Statistics, under the direction of Dr. Wassily Leontief, Associate Professor of Economics, Harvard University. This new technique was described by Dr. Leontief at the Marketing Conference of the American Management Association held in New York in January of this year.

In principle, the new method of analysis seeks to show with a high degree of accuracy how in actual fact the production of one industry, or part of an industry, affects the production and consequently employment of all the other members of industry with which it is in contact, even when that contact is indirect. At the present stage of work, Dr. Leontief said, ninety-four industries have been classified on a distribution table, in such a way as to show the money value of the purchases of one industry from all the others. Since a purchase from an industry is also a sale by that industry the value of sales is also shown. Thus the entire activity of an industry in relation to all others is centralized for comparison.

For example, the table shows at a glance that the ferrous industries in 1939 absorbed $37 million worth of fabricated metals, $318 million worth of fuel and power, $266 million worth of transportation, $1,043 in profits, interest and wages, and so on. Even the effect of the ferrous industries on the textile and leather industries is shown. As a whole, the table shows how each industry depends on the others and to what extent.

In predicting the future it is necessary to find a relatively stable element upon which to base useful computations. This is found, Dr. Leontief said, in the relationship between the total output of a particular industry and the amount of different commodities and services which it must purchase and use to produce that level. The amount of materials and services necessary to produce a particular type of flatiron, for instance, does not greatly vary and is not

difficult to ascertain. With this information as a basis, and taking into account price changes, it becomes possible to compute, by means of the distribution chart, the part each industry should play in the achievement of a predetermined economic goal--such as 60,000,000 jobs.

.... The analysis outlined requires a vast amount of detailed information ....If the new technique of analysis is found to work satisfactorily, businessmen will find it well worth while to supply the necessary information.

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Labor Supply articles prepared by B. L. S. and W. M. C.

1) Manpower Requirements for 1943-1944, Monthly Labor Review 57: 204-211, August 1943. (Contains table of estimated manpower requirements, July 1942 to July 1944.)

2) Manpower Requirements in 1944. Monthly Labor Review 57:1094-1098, December 1943. (Contains table of Distribution of the Labor Force, July 1940 to July 1943, and Labor Requirements July 1944.

5) The Manpower Situation, July 1944. Monthly Labor Review 59: 515-517, Sept. 1944.

3) Progress of the Manpower Program. Monthly Labor Review 58: 317-319, Feb. 1944

4) Policies for Improving the Manpower Situation. Monthly Labor Review 59:87-89, July 1944.

6) Current Developments in Manpower Requirements and Labor Supply. Monthly Labor Review 59:1158-1161, Dec. 1944. (Table on Growth and distribution of the Labor Force, Sept 1940 to Sept. 1944)

7) Manpower Outlook for First Half of 1945. Monthly Labor Review 60:286-290, Feb. 1945. (Has table on Composition of the Labor Force in Specified Month.)

See also:

Factors determining labor turnover in Labor Transfer and unemployment MLR Feb 1944

Teen-Age Youth in the Wartime Labor Force MLR Jan '45

Excerpt taken from -. Women's Work and Education
The News-Letter of the Institute of Women's
Professional Relations Vol. XVI- No. 3 , Fall 1945
Page 10.

American colleges and universities now have an aggregate student attendance of about a third less than in the fall of 1939, the last normal peace year, according to the report of Dr. Raymond Walters. Despite good sized freshman classes of 16 and 17 year old boys current men students are from 50 to 94 percent below the figures of five years ago.

Slightly more than 60 percent of the collegiate population are women. In 56 publicly controlled universities 58.4 percent of the full-time students are women; in 50 privately controlled universities 53.2 percent are men; in 421 independent arts and sciences colleges 74.0 percent are women; in 52 independent technological institutions 64.9 percent are men, and in 92 independent teachers colleges, 75.6 percent are women.

Source: The Antioch Review
Vol. 5, Fall 1945, No. 3
pp. 360-372

MARRIED WOMEN WORKERS IN THE WAR

By Norma Bixler

We have moved away from the day when war industries were like a giant mouth, insatiable in their hunger for more and more labor. Today we are in the midst of cutbacks, of reconversion, even of unemployment in certain areas. After five years of spectacular growth in the number of women employed in America, we have finished a chapter and with its completion, can begin to see it whole and make some effort to evaluate it.

Even the most casual study of the facts brings the realization that the war did not create the problem of women's employment, not even of married women's or of mothers' employment. In 1940 when the number of women employed was something over 12,000,000, almost 32 per cent were married and another 20 per cent had been married. Around 2,000,000, or more than 16 per cent of that total female labor force, were mothers of children not yet adults. But if the war did not create the problem, it certainly accelerated and highlighted that problem so that the nation became conscious of it as never before.

The story of women's participation in the war labor pool of the nation has not been overwritten. Indeed, now that the chapter has been finsihed, one of its most astonishing features is that the layman never sensed the desperate need for women's labor. The layman knew that labor was needed, of course, but he seldom sensed how close we came to the bottom of the labor barrel; for some time there had been little to dig out of it but women and more women, and if the two-front war had continued another year, we would probably have come to realize that we were down to housewives and mothers, for not much else was left down there at the bottom of the barrel in any large quantities. In the winter of 1943, one in every three women was a wage-earner. The female labor force had grown from something over 12,000,000 in 1940 to over 17,000,000. Authorities expected over 18,000,000 to be employed by July, 1944. The women in the Women's Bureau, more sharply conscious than the men of what this laboring force carried as an extra burden, felt that the recruitment of that last half million was going to be tougher than that of any of the previous millions. We were so far down in the barrel that it didn't seem as if we could make it without much more planning for the other half of these women's lives, these women who were mostly housewives and mothers. Unbelievably, in July, 1944, when the peak of women's employment was reached, there were 18,590,000 women in the labor force, according to the Women's Bureau. The significance can only be understood when we know that there are but 34,000,000 women in America between the ages of 18 and 40, the usual employable ages. But the layman didn't know this and was talking mostly in terms of juvenile delinquency and the shocking fact that mothers were not in their homes where they belonged.

Since the average man or woman never sensed the fundamental need, it is perhaps not so astonishing a feature that the country at large feels no sense of gratitude or debt to its woman labor force. Unions and some industrialists readily praise the quality of women's work. We have become accustomed to the idea that they did a better job as workmen than we might have expected of them. But it is not a part of the emotional knowledge of the nation that women were half the country's labor force, that ships and planes and munitions in a war of survival would not have been where they were needed if women, many of them wives and mothers, had not shared in the manufacture of those ships and planes and munitions.

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Industrialists and unions in many ways did a terrific job of adjusting to the woman worker. It wasn't a perfect job but it was a good enough job to be pretty terrific. Old prejudices had to be trampled on quite ruthlessly and shop stewards, foremen, and superintendents who started out trying to control their prejudice found that some of their prejudice evaporated. Industrialists called upon their ingenuity and skill to break jobs down so that women could perform them, even though women's strength was less than men's. They succeeded so well they sometimes startled even themselves, for the zones of labor which had been limited to man because of his superior strength shrank tremendously. Men themselves returning to their jobs will reap the benefit in less weariness, in greater ease of labor.

But outside the shop, society itself bungled the situation, and the women workers and their families as well as industry were the ones who paid for it. No one knows quite how many of these women workers were married or had children. That kind of information shows up completely only in each ten years' census. But we know how many there were before the precipitous climb in women's employment began. We know from experience if not from statistics that there were many in those new millions. At one point, for instance, child-care committees in Detroit asked the unions if it would be possible to arrange that all mothers stay on the day shifts only. The unions said it wasn't possible, that there were so many mothers in the plants, working conditions would be disrupted by such a plan, especially in those industries employing up to 85 per cent women.

These women were working not the prewar 40-hour week, but 48 hours and in many cases 54 hours. Their money might buy many things but for household services it was so much waste paper, because the war had brought among other things a complete breakdown in household services even on the prewar scale. Laundries did not accept new customers, or if they did laundry might be gone for two or three weeks. Grocery stores were forced to stop deliveries. To look for household help was of no more use than to look for gold in the middle of Woodward Avenue. For most working women, there was no choice but to assume all household tasks in addition to their long work week.

A few palliatives were tried. Here and there a union attempted to change the hours of grocery stores for war workers, tried to solve housing problems. Here and there a few industries arranged for pre-cooked food which could be

purchased by the worker. But even there society stepped in to frown upon the idea. The pattern was that a proper housewife did her own cooking whatever else she did. It is not astonishing that in some working areas, employers were disturbed by a rapid labor turnover and high absenteeism. It is, rather, a matter of tribute to women's courage and stamina that the figures for both were not higher.

Only in the matter of child care did the country officially make any successful effort to solve the working mother's problem. The Lanham Act was many a mother's lifebelt. Lanham nursery schools mushroomed up all over the country; staffs could not be trained quickly enough to meet the high professional standards of a prewar day, but somehow staffs were found and given some training; somehow buildings in already crowded areas were discovered to be turned into nursery schools. Much more spottily, schools were opened before and after regular school hours for older children. The work of school extension services was good but there was not enough; sometimes its over-all effect was nullified by schools which couldn't even take in all the children for a full school day but had to operate on shifts.

On the whole, however, the country never knew it needed any of these wives and mothers for war work, never really tackled the job of making it possible for the women to do a creditable job both inside and outside the plant, left most of the problems up to the women aided by some unions and employers. Other countries did better than we did. Russia, of course, had already geared its social patterns to the employment of wives and mothers. But England had not and yet England managed better, if only with its British Restaurants, its great extension of part-time work integrated by government plans into the total employment picture. We were content to upbraid mothers for working, ignoring both the need of the war for their services and the need of many of the mothers for the wages the job offered, with their men gone to war. So we bungled it, never keeping steadily in industry the women we might have kept, never getting the best out of those who were there because of weariness some of which was avoidable, never managing so that the mother's off hours might be used for the genuine nurture of her children rather than for more wearying work which left her still more tired and impatient with her children, and then leaving her to take the rap for the difficulties which her situation created. Whatever her reason for working, society needed her services. Society never acknowledged that responsibility.

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As for long-range effect on the employment of women, probably one of the most important aspects of wartime employment was the shifting of the spotlight from the few to the many. Before the war, when we thought of women working in permanent terms -- through marriage, through motherhood -- we thought of career women, of professional women. All the others were either young things who worked until marriage in a not-too-serious fashion, or older women who did not marry and so must keep on working for self-support. But most women married, of course, so the problem of women's employment was never too serious a one, except for the handful of career women. The picture wasn't

accurate. The census figures could have told us that but census figures are not popular reading. But even the census figures would not have told us that the increase since 1900 has been most marked in the married women who are working; in three decades that followed the turn of the century, the number of married women working in factories and homes doubled. America didn't really wake up to this trend among its women until after the new millions had gone into war work, and the pollsters began asking them if they wanted to give up their jobs and go home after the war was over. It was a great shock to America to discover that many of them didn't want to, didn't intend to if they could help it.

All the 18,000,000 employed women did not work in war industries or in industry at all. Of those who did, it is difficult to estimate accurately the number who are union members because neither the American Federation of Labor nor the Congress of Industrial Organizations keep records of membership in its national headquarters by sex. But the Women's Bureau of the Department of Labor late in April, 1945, held a conference with representatives from the 23 labor unions having the largest percentage of women members, and estimated that the women labor leaders represented about three million women.

Here, according to the Women's Bureau, is a brief resume of the chief membership:

> The International Ladies' Garment Workers (AFL) is estimated to have the highest proportion of women, or three-fourths of its membership. Though the United Automobile, Aircraft, and Agricultural Implement Workers (CIO) estimates women to constitute not quite a third of its whole membership, the women total about 350,000, a larger number than in any other union. The next largest number of women was reported for the United Electrical, Radio and Machine Workers (CIO), in which the 280,000 women are 40 per cent of the total membership.
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> Important in the line-up of the estimated proportions of women are: United Textile Workers (AFL) with over three-fifths of its membership women; Amalgamated Clothing Workers (CIO) and Food and Tobacco Workers (CIO) each with women forming about half; followed by the Bakery and Confectionery Workers (AFL) and the National Federation of Telephone Workers with the proportion of women falling between 44 and 49 per cent; the Textile Workers Union (CIO) (including hosiery) with women constituting around two-fifths.

Industrial work and union membership was new to many of these women, especially in the United Automobile Workers and the United Electrical Workers, and women in anything like their present proportions were just as new to these unions. The joining of these two, the new women and the unions, was not a honeymoon of unadulterated joy. It wasn't that women balked at joining the unions but that they didn't become good trade unionists overnight.

Union leaders felt often that women didn't give the union credit for the high wage standard and other benefits they were enjoying. They were there when the women entered the plant, and the women took them for granted. Women didn't always buckle down to working for the union. As one union organizer said, the youngest were too giddy, the middle-aged were too busy with their homes and children, and it was the women past 40 who turned out to be the hard-working, comprehending union members. As for the women themselves, their needs were different in some ways from those of the men members, both in respect to working conditions and conditions outside the plant. They were used to figuring things out by themselves, not in an organization, and it took them a while to discover that the union could be of aid to them in the problems that were peculiar to women workers.

Yet in the final analysis, this experience for both the unions and the women is of inestimable importance in the women's working future. The unions will not soon forget the pattern of action which made them look on the women as members for whom they have considerable responsibility outside of working hours; they will remember the experience of helping to organize nursery schools the country over, of trying to solve, even without success, some of their women members' housekeeping problems. Unions realized more swiftly than the country at large that this phenomenon was probably not a passing one. They knew, as some industrialists knew, that woman's dexterity had won her a permanent place in a wide variety of industries just as man's strength had won him his place. One commentator listed these industries as the electrical industry, manufacture of dental and surgical instruments, plastic materials, small parts for automobiles and aircraft. So unions, not all but many, tackled some of the in-shop problems that were peculiarly women's.

First of these was equal pay for equal work, that perennial thorn in the flesh. In the last war, the government had spoken brave but not mandatory words about equal pay for equal work. But in a quarter of a century, the unions had realized that a lower wage scale for some workers meant a lower wage scale for all, that if women were not paid equally for men's jobs, men would have a hard time resuming standards after the war. The NLRB, moreover, had more power than the previous War Labor Board. So "equal pay for equal work" began to be written into contracts. By the time VE-Day came, five states had passed such laws -- Michigan, Illinois, Montana, Washington, and New York. There were still ways to get around it of course, and upgrading might still have a sex angle. But a gain had been made.

Unions knew, too, before the general public did, that many women intended to go on working after marriage and motherhood, as indeed many women always had. One of the most revolutionary clauses (for America) in a union contract began to be written, maternal leaves without loss of jobs or seniority. The total number of locals who hold such contracts cannot be estimated but they can be found in increasing quantities in the rubber and textile industries, and for electrical and automobile workers.

Unions still affect a comparatively small number of the total women workers much as they affect a minority, proportionately somewhat larger, among the total male labor force of the nation. But the union woman has achieved the spotlight, the union woman will be the symbol of the employed woman, the career woman if you please, in the postwar world rather than the professional woman. What happens to her, the gains she has made and will make, are of great importance to the total problem of women's employment for several reasons. It is highly probable that all women in industry will not stay there, even if they remain employed. The two other biggest fields for women's employment will probably be that of office workers and of service, especially domestic service. Both areas are beginning to be organized by unions. Women who return to these fields or enter them for the first time from the more dynamic industrial unions will certainly carry with them the trade-union concepts they have learned, however inadequately. Standards set by unions in the industrial field are bound to splash over into the other fields. Already one-fourth of the locals of the American Newspaper Guild have maternal leave clauses in their contracts, as have a few locals of the Office and Professional Workers' Union. Moreover, union organizers have always known that employment standards set by unions have a habit of creeping in among the unorganized. The Waitress' Union learned that long ago, for instance, and some of the rise in employment standards among waitresses came not only from union organization but from the threat of union organization.

So the spotlight has passed from the few to the many in the public concept of the story of women's employment, because of the war, and the problem will remain a much more lively problem on the agenda of the nation than it would have been had it continued to concern, in the public mind, only those stray women doctors or lawyers or accountants who wanted to continue at their professions in spite of marital duties.

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The whole problem blew over after the last war. Indeed, the last war had little effect on women's employment except as preparation of a seedbed. The greatest gain for women was probably the establishment of the Women's Bureau in 1920. There was a great deal of talk about the work that women did then. But in the long run, the statisticians like John D. Durand, of the Bureau of Census, Department of Labor, found that the number of women employed in the following decades was just what it would have been if there had been no war at all. Women's employment had been steadily on the increase. The war neither retarded nor accelerated the graph-line which the statisticians drew on the basis of other trends.

The reasons are probably best explained by Frederick G. Crawford, former president of the National Association of Manufacturers. "Only a negligible few took over the actual benches of industry," he wrote.

> Only that negligible few became trained in men's skills in industry. The majority of these were glad to go home when the war was over. They were not well paid, and working conditions were far from attractive. The ones who remained were too small a handful to be in the way of the returning AEF.

> Two million women did not come out of the home and establish a place for themselves as breadwinners in that former war period but that place was in the less-skilled and most normally feminine brackets of the labor market. They staked their claims only on the market's periphery. Womanpower offered very little challenge to manpower. The absorption of postwar workers into peacetime business and industry represented so slight a problem that it resolved itself.

The picture of this wartime experience bears little resemblance to that former picture. Besides the features already sketched there is another one not to be overlooked, the attitude of the industrialists themselves. There are not only those who have discovered that women do a good job in the plants. There are a handful of whom Henry J. Kaiser is perhaps the best example, who are not even perturbed by the picture of mothers as a permanent part of the employment pool. It was Kaiser who said in 1943 that "every individual should be free to choose the thing he does in life -- at least in peacetime. And women as well as men should have this freedom. Women in industry will be given time off to have children. And they will be broader, wiser mothers because they will be expressing themselves more fully and having contact with the world." So far Mr. Kaiser is backing his words. One of the nursery schools, with capacity for 250 children, is being continued at his company's shipyards this year though there is no longer a shortage of labor in the area.

So, as near as we are to the closing of the chapter, we can count some permanent employment gains for women out of their wartime contribution. They are, to recapitulate:

1. Equal pay for equal work, rather completely as a theory, more and more as a fact.

2. Maternal leaves without loss of jobs or seniority.

3. Child-care programs. As a nation, we haven't known before how many mothers were working, we haven't given a functional thought to the children during their mothers' working hours. But the minimum standards of such child care have been publicized now, registered in the public consciousness, so that a slip below those standards in postwar days will seem like a backsliding.

4. The attitude toward the employment of women by many unions and some employers. For the first time, a group of leaders are thinking of employment outside the home as reputable for women, even if those women are married and have children. Women have taken a forward step toward the right to a job if they want a job, without regard to marital status.

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Visitors to Berlin in the late years of World War I commented on the complete dominance of the public life of the city by women. They were streetcar drivers, taxi drivers, clerks in stores. Bank staffs were completely feminine except for the few elderly men hovering in the background.

The chemical laboratories which tested the drugs for the front were filled with young feminine scientists. It was as unnatural as a complete lack of women in all those jobs would have been.

A competent observer would have felt safe in prophecying that in Germany's postwar days, Berlin would accustom herself to some of those women remaining in some of those jobs. Yet in a handful of years, women in Germany were degraded to the bleak, breeding status which they have occupied under the Nazis.

I am not suggesting that the social atmosphere of America can so change that American women will be so degraded. But the prejudice and misunderstanding in some parts of the country's emotional atmosphere toward working women, especially working mothers, certainly does suggest that the postwar pattern need not follow the wartime outline.

At one point Southern congressmen planned to use the working woman as a weapon to defeat the Fair Employment Practices Bill. Their decision was that if the bill seemed about to receive House approval, they would move to amend it to ban any discrimination in employment on account of sex. They felt sure the House would never pass a bill prohibiting discrimination between men and women workers.

In 1944 while the nation was still in desperate need of workers and more women were being urged into war industries, one senator proposed that a postwar federal statute outlaw employment for married women unless jobs should be left after all men and single women were employed.

First draft of the Full Employment Bill promises that "all Americans able to work and seeking work have the right to useful, remunerative, regular, full-time employment...." The bill then goes on to define "all Americans" as "all Americans who have finished their schooling and who do not have full-time housekeeping responsibilities." The latter phrase is not defined. More dangerous than the lack of inclusion of the married woman in the bill is the possibility that in the bill's enforcement she might be deprived of her job.

Perhaps the time has come in our history when the woman worker will be accepted as an equal in law and theory, if not always in fact, as long as she has no husband capable of supporting her, while the married woman will be expected to pass the means test. There was a time in England in the 1880's, when suffrage for women was being debated, that a bill was suggested which would give the vote to "widows and spinsters" only. There have been plenty of times, many of them as late as 1941, when employment in certain offices or factories or under certain school boards was limited to widows and spinsters only.

Shake the pieces of the kaleidoscope this way and the pattern says that women, but especially married women, after the war will go back to being the labor reservoir of the nation, not an accepted part of the labor pool.

Even more certain than any trend is our knowledge that working women, like other minorities, will be the first to lose their employment gains if America is too tragically inept to avoid a postwar depression. Indeed, the trend itself is partly rooted in a depression-haunt. But if there is such a depression, the resulting chaos will be so complete that what happens to members of a minority as a minority will be drowned out by what happens to them as members of the whole.

But trends of history, like statistics, can be made to prove that almost anything is going to happen. All that is necessary is to select the right trends. When the future finally begins to catch up with us, we may be irked to discover that the new present is going to include not only our own pet trends but contrary ones as well. For a crystal ball, the older record is sometimes a healthier study than the shadows the trends cast on the future. In the long view, women in America have moved erratically but steadily toward larger freedom and larger responsibility. The closing of the first Boston high school for girls was a trend of the moment but it was not definitive. The first votes on women's suffrage in Congress were not prophetic. From the record, the assumption is that women's economic freedom and women's employment will also expand, two steps forward and one step back, until a final acceptance is no longer a trend but a part of the record.

Suppose we grant this presumption. Many people will not, of course, but suppose for the sake of the argument we do. Ought we to do anything about it? We can slow the trend, even if we cannot halt it, by putting road blocks in its way. We can ignore it either because we do not like the idea, or because we don't care much one way or the other. Or we can make a definite effort to synthesize the two diverse elements in women's lives of job and home so that the women to whom this diversity has become a sharp, personal problem need not, each of them individually, use a trial and error method for solution, repeating, each of them, individually, costly mistakes. But ought we, and what will happen if we do?

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What will happen to the woman herself? What kind of person will she become?

It was possible for women to go to school and to the polls with astonishingly little upheaval, when society finally granted them these rights. Neither the wonders of the believers, nor the evils of the opponents came to pass, somehow. But women have grown in stature under the new pattern, they have accepted larger responsibilities, they are more ready for the tremendous tasks of tomorrow than they would have been otherwise.

Likewise, when a woman takes on a job for wages, she does not become a different person. The scientists tell us that the only difference between men and women at their creation is the difference in sex genes. Working for wages has not turned all men into sages. Working for wages will hardly fill all women with wisdom. But we are concerned here with the woman who wants to work, who is unsatisfied with housework as a profession. There is nothing more

strange or more ignoble about this than it is strange or ignoble for a man not to like farming. (Not too long ago most men were farmers too.) To free her from the job she doesn't like to find the job she does like will give her a stature and a usefulness in all her roles that she does not have now as she spends her energy in laboring to adjust and conform. It will save for society and herself a productive life in the decades after her children are grown, because a woman who does not like the profession of housekeeping finds all point to it gone when her children are grown. The imperative needs of her husband and herself are not enough to fill a working week unless she makes the additions in which many women find creative satisfaction but which bring her little such satisfaction.

There can be no promise that she will find in her new partnership, new wits and will for the new pioneering days. But clearly if she moves out of the protected environment of her home into the outside world, if she is accepted as an equal participant beside her husband, if full-fledged responsibility is expected of her in return for full-fledged freedom, there is more possibility that she will act like an equal, assume a free equal's responsibility.

By her action she will, too, affect the social pattern for all women, and participation of all woman (even of those who are not employed) will be speeded up by this new freedom as it has been speeded up by each new freedom of the past. To raise up sane and sturdy children is not enough; women have been doing that for generations. Women will not save the world; but men alone cannot solve the problems of this tremendous century if they must drag women along like a deadweight. The problems are too big to afford any such handicap. The mind and heart and will of every man and woman will not be too much force to focus on the world's need for dynamic peace and security. Any new freedom which stimulates women to assume their proper partnership is a freedom worth the struggle not only to women but to the century in which they live.

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NWLB - NATIONAL WAR LABOR BOARD

Files 207

November 26, 1945

Mr. Milton Derber, Director
Program Appraisal and Research Division
National War Labor Board
Department of Labor Building
Washington 25, D. C.

My dear Mr. Derber:

Please accept my very great thanks for your letter of November 21 with its enclosures from the various War Labor Board regional offices itemizing their equal pay cases. These add substantially to the material embodied in Miss Polinsky's report and give us a substantial body of data on which to proceed in our study of the equal pay question.

If at any time the Women's Bureau can reciprocate, please do not hesitate to call upon me.

Sincerely yours,

FSM:MLP:MNG

Frieda S. Miller, Director

NWB

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

NOV 21 1945

Miss Frieda Miller
Director, Women's Bureau
Department of Labor
Department of Labor Building
Washington 25, D.C.

Dear Miss Miller:

This will answer your request for a report on the cases processed by the National War Labor Board involving "equal pay for equal work for women".

Enclosed are copies of the replies from our twelve regional boards giving summaries of their cases involving this issue. You will note that the regional boards have handled 238 cases involving this issue and that in some instances one case covers more than one company. Pertinent information on the individual cases is given in the regional summaries inclosed.

We trust that these data will give you the desired information. Do not hesitate to write again if you desire further information.

Very truly yours,

Milton Derber

Milton Derber, Director
Program Appraisal and
Research Division

Enclosures in Mgt
equal pay file in Labor Legis Div.
att.

269

November 9, 1945

Mr. Milton Derber, Director
Program Appraisal and Research Division
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Derber:

Thank you very much indeed for your letter of October 31 with its attachment relating to regional board dispute cases involving equal pay for equal work. We shall appreciate your sending us any additional Board material on this subject that comes to your attention.

Please let me know whenever the Women's Bureau can be of assistance to you.

Sincerely yours,

FSK:MLP:MNG

Frieda S. Miller, Director

Form NWLB-1040(2-45) ROUTING SLIP

TO (Name and Room No.)	FROM (Name and Room No.)	DATE
(1) Freda Miller	M. Derber	10-31-45
(2) Room 1307		
(3)		

FOR

YOUR INFORMATION ☐	REPLY ☐	APPROVAL ☐
NECESSARY ATTENTION ☐	SIGNATURE ☐	COMMENTS ☐

REMARKS:

A-3551-wp

WOMEN'S BUREAU
NOV 1 1945
DEPARTMENT OF LABOR

Enclosure detached + in Plunkett's Equal pay file.

Department of Labor
Department of Labor Building
Washington 25, D.C.

Dear Miss Miller:

In conformance with your letter of October 3, 1945, we requested information from the Regional War Labor Boards on dispute cases involving equal pay for equal work for women.

Enclosed is a report summarizing the replies received from ten regional boards regarding cases involving this issue.

We hope this information will be helpful to you. If we can be of further assistance kindly let us know.

Very truly yours,

Milton Derber

Milton Derber, Director
Program Appraisal and
Research Division

Enclosure

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OCT 31 1945

WOMEN'S BUREAU
NOV 1 1945
DEPARTMENT OF LABOR

Enclosure detached + in Plunkett's Equal pay file.

Miss Frieda Miller
Director, Women's Bureau
Department of Labor
Department of Labor Building
Washington 25, D.C.

Dear Miss Miller:

In conformance with your letter of October 3, 1945, we requested information from the Regional War Labor Boards on dispute cases involving equal pay for equal work for women.

Enclosed is a report summarizing the replies received from ten regional boards regarding cases involving this issue.

We hope this information will be helpful to you. If we can be of further assistance kindly let us know.

Very truly yours,

Milton Derber

Milton Derber, Director
Program Appraisal and
Research Division

Enclosure

FOR VICTORY
BUY UNITED STATES WAR BONDS AND STAMPS

269

October 17, 1945

Mr. Milton Derber, Director
Program Appraisal & Research Division
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Derber:

Thank you for your letter of October 16 in reply to mine of October 3, in which you enclosed further material on Board cases relating to the "equal pay for equal work" principle. This material will be very helpful to us in the preparation of material for the Hearings on the "Woman's Equal Pay Act of 1945."

Sincerely yours,

FSM:MLP:ZMG

Frieda S. Miller, Director

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OCT 16 1945

WOMEN'S BUREAU
OCT 16 1945
RECEIVED

Miss Frieda Miller
Director, Women's Bureau
Department of Labor
Department of Labor Building
Washington 25, D. C.

Dear Miss Miller:

This will acknowledge in part your letter of October 3, 1945, referring to our report on "National War Labor Board Policy on Equal Pay for Equal Work for Women," and requesting additional cases of 1944 and 1945, involving this issue.

Attached is an analysis of National Board action in five additional cases involving the "equal pay for equal work" principle. The decisions in these cases were made in 1944 and 1945, and represent the most recent cases of this type.

National Board policy on this issue matured relatively early in the life of the Board. These cases, therefore, represent merely additional applications of the established policy, rather than further developments in Board policy.

We trust that these data will give you the desired information. Do not hesitate to write again if you desire further information.

Very truly yours,

Ethel Erber

Ethel Erber, Director
Wage Appraisal & Research
Division

Form NWLB-1040(2-45) ROUTING SLIP

TO (Name and Room No.)	FROM (Name and Room No.)	DATE
(1) Miss Frieda Miller	M. Erber	10-16-45
(2) Room 1307		
(3)		

FOR

YOUR INFORMATION ☐	REPLY ☐	APPROVAL ☐
NECESSARY ATTENTION ☐	SIGNATURE ☐	COMMENTS ☐

REMARKS:

A-3551-wp

269

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OCT 16 1945

WOMEN'S BUREAU
OCT 16 12 15
RECEIVED

Miss Frieda Miller
Director, Women's Bureau
Department of Labor
Department of Labor Building
Washington 25, D. C.

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Attached is an analysis of National Board action in five additional cases involving the "equal pay for equal work" principle. The decisions in these cases were made in 1944 and 1945, and represent the most recent cases of this type.

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We trust that these data will give you the desired information. Do not hesitate to write again if you desire further information.

Very truly yours,

Milton Derber

Milton Derber, Director
Program Appraisal & Research
Division

Enclosure

National War Labor Board
Program Appraisal and Research Division

Cases Involving the Equal Pay for Equal Work Principle

2879-CS-D (original jurisdiction)
Aluminum Company of America
Los Angeles, California
International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 808, CIO

The National Board ordered continuance of the differential between minimum hiring-in rates for men and those for women, where women are employed in jobs which had previously been filled by men, subject to a job evaluation to determine the proper rate. For those jobs where women are hired to do work formerly performed by men, or on which men and women are employed interchangeably, it was ordered that women should receive the same rates as men if they have the same training and perform equally.

The Company had contended that women are not as well trained as men, that women cannot be shifted from one job to another, and that these factors increase costs.

The Panel had found that the Company had not substantiated its contentions.

2/19/44, Unanimous, 14 WLR 176

4207-CS-D (original jurisdiction)
Reuben H. Donnelly Corporation
New York, New York
United Office and Professional Workers of America, Book and Magazine Union, Local 18, CIO

The National Board ordered the Company to "equalize the wage or salary rates paid to female employees with the rates paid to male employees for comparable quality and quantity of work on the same or similar operations.

The Company had contended that its practice of hiring women was new and complete freedom was necessary in order to provide a fair test for the experiment.

The Panel had found that this issue had not been fully discussed by the parties and recommended that further negotiations be conducted by the parties in an effort to arrive at a solution.

4/26/44, Unanimous, 15 WLR 551

2252-CS-D

General Motors Corporation
Syracuse, New York
United Automobile, Aircraft and Agricultural Implement Workers of America, Local 584, CIO

The National Board denied the Company's petition appealing from the decision of the Eleventh Regional Board. The Regional Directive Order had affirmed the arbitrator's award which recommended narrowing the differential "between rates for men and women on nearly every job (from 21¢) to 6¢."

The Company contended that the present greater differential is justified because indirect costs incurred as a result of the employment of women exceed indirect costs incurred when men are hired. The master contract provides that "wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work in comparable occupations."

3/7/45, Industry dissenting, 23 WLR 172

111-8106-D (original jurisdiction)

Western Electric Company, Inc.
Kearney, New Jersey
National Federation of Telephone Workers
Western Electric Employees Association

The National Board ordered that:

> "The same scale of wages shall apply to male and female employees assigned to the same tour of duty. In accordance with General Order No. 16 of the NWLB, the wage and salary rates paid to females shall be the same as the rates paid to males for comparable quality and quantity of work on the same or similar operations."

The Union had requested a clause in its contract clarifying and strengthening the present equal pay provision, particularly because of the Company's practice of hiring women at a lower grade than men, even though they have the same tour of duty.

3/22/45, Unanimous, 24 WLR 525

111-9751-D (original jurisdiction)

American Viscose Corporation
Wilmington, Delaware
Textile Workers Union of America, Locals 6, 7, 8, 9, 10, 11 and 371, CIO

The National Board ordered an increase in the unskilled female laborer rate from 51¢ to 56¢. The Panel had recommended this

wage increase in order to correct substandards and to reduce the differential between male and female unskilled labor rates.

The Company had contended that male common labor was paid higher rates because the work was heavy, unpleasant and impossible for a woman. The Panel, however, had found that while "historically, a difference in job content exists between male and female common labor in this and other industries," it did not believe that "difference in job content between any 2 common labor jobs justifies a 16¢ differential."

8/24/45, Unanimous, 27 WLR 248

UNITED ELECTRICAL RADIO & MACHINE WORKERS OF AMERICA
AFFILIATED WITH THE CONGRESS OF INDUSTRIAL ORGANIZATIONS
ELEVEN EAST 51st STREET
NEW YORK 22, N. Y.
166
PLAZA 3-1960

EP(gen)

October 17 1945.

Miss Frieda Miller,
Women's Bureau,
Department of Labor,
Washington 25 D.C.

Dear Miss Miller:

We are herewith enclosing copy of the U.E. brief in the pending W.L.B. case. of General Electric and Westinghouse.

Sincerely yours,

Nathan Spero

NATHAN SPERO
Research Director

uopwa:1/13
fl.enc.

fls

October 3, 1945

Mr. Harry Douty, Director
Program Appraisal & Research Division
War Labor Board
Department of Labor Building, Room 5139
Washington, D. C.

My dear Mr. Douty:

Please accept my very great thanks for the report prepared by Ella Polinsky on "National War Labor Board Policy on Equal Pay for Equal Work for Women." It will be most useful to us in preparing material for presentation at the forthcoming Hearings before the Senate Committee on Education and Labor.

There are two questions I should like to raise with a view to some possible further work on the part of your office:

(1) Would it be possible for you to canvass the Regional Boards for a statement on the number of dispute cases involving equal pay that they have handled since the inauguration of the stabilization program? It would be helpful if we could also know the nature of the dispute involved, e.g., replacement of males, dilution of job, or unequal pay for work of comparable quality and quantity.

(2) The cases listed in your report on which the Board took action are limited to 1942 and 1943. Were there no cases in 1944 and 1945 to which some reference might be made? It would be very helpful to us if we could have a list of such cases with an indication of which ones developed the Board's position further.

Any additional information you can furnish on these points will be needed by October 12 at the latest, if the material is to be embodied in testimony now being prepared. As we go along on the matter we may wish to get in touch with you again for further discussion, but these are the only two specific questions that arise at the moment.

Sincerely yours,

FSM:MLP:EMC

Frieda S. Miller, Director

File - 269
This was obtained about Feb 1 mpp

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

September 25, 1945

Miss Frieda S. Miller, Director
The Women's Bureau
Department of Labor Building
Washington, D.C.

Dear Miss Miller:

On July 10, 1945, you requested us to prepare for the Women's Bureau, a report of the War Labor Board's experience with the problem of equal pay for equal work for women. This request, we understand, is in anticipation of the hearings to be held before the Senate Committee on Education and Labor, in support of the Equal Pay Bill sponsored by Senators Pepper and Morse (S.1178, June 21, 1945).

At aconference with representatives of the Women's Bureau, which was held in August in the office of Miss Constance Williams, it was agreed that we would submit the following information with respect to the National War Labor Board's experience with the "equal pay" problem:

I. Analysis of National War Labor Board practice as exemplified by those cases in which opinions were written. We have differentiated the situations in which:

A. Female workers were paid a lower rate than male workers in the same plant for work of comparable quality and quantity;

B. Female workers were replacing male workers on jobs that had been traditionally performed by males and whose job content was not altered;

C. Female workers were being placed in jobs that were diluted in content.

II. Analysis of Board policy on misapplication of the "equal pay" principle as exemplified in cases in which opinions were written. This section includes the following situations:

A. A request to increase the rates paid to women in one plant to higher levels paid for similar jobs in other plants;

B. A request to increase the rates for women's jobs in a plant on the basis of a comparison with other rates in the same plant.

III. Extent of voluntary adjustments made under General Order No. 16, the "equal pay" Order. A tabulation by War Labor Board regions is available for the period from November 24, 1942 through October 15, 1943, showing the number of employers who reported "equal pay" adjustments in this period, and the number of employees involved.

The National Board has not maintained a statistical record of the dispute cases decided by the various Regional War Labor Boards, involving equal pay issues.

Detailed information as to I, II, and III, may be found in the appropriate sections of the attached report.

In addition, we have appended the following information which may be of use to you:

A. An interpretation of General Order No. 16, issued by the Office of the General Counsel and approved by the National War Labor Board;

B. A facsimile of Form No. 200, showing the type of information required of employers prior to January 3, 1944, in General Order No. 16 cases;

C. A list of cases decided by the National War Labor Board, in all but one of which no opinion was written. The action of the National War Labor Board in each of these cases is briefly summarized in the appendix.

D. Comments and additional information in important cases to supplement material already utilized in the text of the report.

We trust that you will find it helpful in your work.

Very truly yours,

Harry M. Douty, Director
Program Appraisal and
Research Division

Att.

File
269

July 10, 1945

Mr. Carroll R. Dougherty
Wage Stabilization Director
National War Labor Board
Department of Labor Building
Washington, D. C.

Dear Mr. Dougherty:

As you know, a bill was recently introduced into the Senate by Senators Pepper and Morse providing equal pay for equal work for women (S. 1178, June 21, 1945). If passed, the law will be administered by the Women's Bureau.

The Bureau is now working on various kinds of material that it has already been asked for, or anticipates will be of interest in connection with hearings before the Senate Committee on Education and Labor in support of the proposed bill. In addition to indicating the economic and social effects of the bill, and proposed methods of administration, the Bureau is interested in summarizing for the Committee the experience of State governments and Federal agencies in dealing with this problem. It would therefore be very helpful to the Women's Bureau if the Board could make for us a study of its experience with this problem. We are interested in such questions as the development of Board practice; the extent of voluntary adjustments made under General Order No. 16, if such information is available; the extent of dispute cases in the various regions in which this issue was involved; the Board's interpretation of the concept of "equal pay", including methods of eliminating historical differentials which are related to the problem of "equal pay" but do not come within the Board's "comparable work" formula; and such other aspects as the Board might deem pertinent and useful for the purpose.

If the Board can undertake such a study, we should appreciate having the material in some useable form around September 15, 1945, even if it cannot be entirely completed by that time. It would be helpful to us if we could arrange a conference with the appropriate members of your staff, possibly within the next three weeks, to discuss the details to be included in the study, the major problems the Board has encountered in the development of its procedures, and the most effective form of presentation of the material.

The Board's cooperation in this matter will be of inestimable value to the Women's Bureau.

Sincerely yours,

FSM:MP:MMG

Frieda S. Miller, Director

File,

July 10, 1945

Mr. Carroll R. Dougherty
Wage Stabilization Director
National War Labor Board
Department of Labor Building
Washington, D. C.

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The Board's cooperation in this matter will be of inestimable value to the Women's Bureau.

Sincerely yours,

FSM:MP:MG

Frieda S. Miller, Director

July 7, 1945

Mr. Carroll R. Dougherty
Wage Stabilization Director
National War Labor Board

Dear Mr. Dougherty:

As you know, a bill was recently introduced into the Senate by Senators Pepper and Morse providing equal pay for equal work for women (S. 1178, June 21, 1945). If passed, the law will be administered by the Women's Bureau.

The Bureau is now preparing material to present in hearings before the Senate Committee on Education and Labor in support of the proposed bill. In addition to indicating the economic and social effects of the bill, and proposed methods of administration, the Bureau is interested in summarizing for the Committee the experience of State governments and Federal agencies in dealing with this problem. It would therefore be very helpful to the Women's Bureau if the Board could make for us a study of its experience with this problem. We are interested in such questions as the development of Board practice; the extent of voluntary adjustments made under General Order No. 16, if such information is available; the extent of dispute cases in the various regions in which this issue was involved; the Board's interpretation of the concept of "equal pay", and such other aspects as the Board might deem pertinent and useful for the purpose.

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The Board's cooperation in this matter will be of inestimable value to the Women's Bureau.

Sincerely yours,

Frieda S. Miller, Director

Files
269

Mr. Douty, Research and Statistics
National War Labor Board
Frieda S. Miller
Women's Bureau

March 19, 1945

"Equal Pay" Conference

Thank you very much for your advice and assistance at the conference Saturday on the rate for the job for women. Your discussion of National War Labor Board policy and practice on this subject was most helpful to the group attending the meeting and we appreciate your cooperation.

FSM:AA:MEG

269

February 11, 1944

Mr. Carroll R. Daugherty, Director
Wage Stabilization Division
National War Labor Board
Department of Labor Building (Room 5137-A)
Washington, D. C.

My dear Mr. Daugherty:

I want to thank you for your response to my request for a list of War Labor Board cases decided in 1943 which involve the principle of equal pay for equal work. The material which you sent us is exactly what we wanted and will prove very helpful to us in our work.

Sincerely yours,

[redacted]

Mary Anderson, Director

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON 25, D. C.

February 3, 1944

WOMEN'S BUREAU
FEB 8 1944
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

In reply to your request of January 11, 1944, attached please find a list of cases decided by the National War Labor Board in 1943 involving the principle of "equal pay for equal work."

If we can be of any further assistance to you, please do not hesitate to call upon us.

Very truly yours,

Carroll R Daugherty/dm

Carroll R. Daugherty, Director
Wage Stabilization Division

Attachment

Files
War Labor Bd

January 11, 1944

Mr. C. R. Daugherty
Director of Research
War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Daugherty: Attention: Mr. Douty.

The Women's Bureau has been following the War Labor Board's decisions that involve the issue of "equal pay for equal work." We have found the Index of the National War Labor Board Directive Orders in Dispute Cases for 1942 very helpful in locating the equal pay cases of that period. In connection with a study that the Women's Bureau is making at this time, a list of the 1943 cases would be of great assistance to us. I am writing to ask, therefore, if it would be possible for us to secure from you a list of these cases at this time. If we could have the list within the next 10 days, or two weeks, it would be very helpful to us.

Sincerely yours,

Mary Anderson, Director

STANDARD FORM NO. 64

Plate No. 1, p. 269

Office Memorandum • UNITED STATES GOVERNMENT

TO : **Miss Angus** DATE: **Jan. 20, 1945**

FROM : **Frieda S. Miller**

SUBJECT:

I happened at lunch this noon to meet a woman who is a dispute case review analyst with the War Labor Board and who apparently is interested in civic affairs here in Washington. In the course of the conversation she raised with me the question of the Women's Bureau doing a study of the actions of the War Labor Board in the field of equal pay cases.

I am ashamed to say I didn't get her name and not knowing her I didn't feel too free to discuss our plans. However, I was interested to find that she thinks the records are in such condition, e.g., as to filing, classification, indexing, etc., that the preparations for an analysis would be of reasonably manageable proportions. I thought you ought to keep a note of this, since she tells me that she knows Miss Robinson and has worked with her in A.A.U.W. affairs. I also learned that she was originally either Barnard or Radcliffe, that she has lived in the District since 1920, that her husband was a Public Utilities Commissioner. This might help to identify her should we want to ask Miss Robinson about her.

Note: A check with Miss Robinson has pretty definitely established her identity - she is Mrs. Charlotte Hankin.

WLB

WHAT IT IS....HOW IT OPERATES

National War Labor Board
Division of Public Information
December, 1943

A-1553-c

W L B

WHAT IT IS

HOW IT OPERATES

The National War Labor Board was established by Executive Order 9017 on January 12, 1942, to succeed the National Defense Mediation Board. The new Board was set up as the result of a joint labor-management conference which met at the call of the President on December 17, 1941, and agreed that for the duration of the war there should be no strikes or lockouts, that all labor disputes should be settled by peaceful means, and that a National War Labor Board should be established to settle such disputes.

Increased authority was given on October 3, 1942, in Executive Order 9250, issued to carry out the Anti-Inflation Act of Congress of October 2. By this order the Board's duties were increased so that no adjustments in wage rates, or in most salary rates under $5,000, could be made without the Board's approval.

The War Labor Disputes Act (Smith-Connally Act) of June 25, 1943, gave the Board legislative authority to "decide the dispute" and order the "terms and conditions...governing the relations between the parties," and subpoena witnesses or documents.

Organization and Procedure

The 12-man Board, whose members are appointed by the President, has equal representation of labor, industry, and the public. William H. Davis, one of the four public members, is chairman.

To handle the added volume of cases under the Board's new wage and salary powers, following the Act of October 2, 1942, ten regional WLB offices were established, and the cooperation of field offices of the Wage and Hour Division, Department of Labor, was enlisted. In January 1943, the number of regions was increased to twelve and each regional office became a War Labor Board--tripartite in composition--with full authority to make final decisions in labor disputes and in voluntary wage and salary adjustment cases, subject to review by the National War Labor Board.

The National Board, under the new procedure, thus became a "supreme court for labor disputes," handling appeals and major cases and issuing general policy directives.

Tripartite commissions have been set up in a few industries as an additional step in decentralization. These commissions--in the shipbuulding, lumber, trucking, non-ferrous metal mining, and Detroit tool and die industries--are empowered to make final decisions on cases within their jurisdiction, subject to appeal by the parties or to review by the Board on its own motion.

If a labor dispute is not settled by collective bargaining or by the intervention of the United States Conciliation Service, the Secretary of Labor certifies the case to the Board, or the Board may take jurisdiction on its own motion after consultation with the Secretary. Except in cases of national significance, the Board refers cases to the proper Regional Board or industry commission. In the regions, a tripartite panel or, if the parties prefer, a single hearing officer, will hear the case and make recommendations to the Regional Board.

Requests for approval of wage adjustments are submitted to the local Wage-Hour office, which will first rule on whether WLB approval is required and, if it is, will then assist the parties in filling out an application form. Wage-Hour then forwards the application to the appropriate Regional Board for decision.

Activities

Between January 12, 1942, and September 30, 1943, the Board received more than 6,000 dispute cases involving over 7,000,000 workers and made final decisions in over 3,000 of these cases, covering more than half the workers involved.

Out of more than 109,000 voluntary wage and salary adjustment cases submitted to the Board in the year following October 3, 1942, when the Board was given authority over such cases, final rulings were issued in over 82,000 cases. About 10,000 cases were withdrawn by the parties or referred back for additional information, leaving a backlog of approximately 17,000 cases. The Board and its agencies now are deciding voluntary wage cases at a rate of approximately 4,000 a week.

1. The Union Security Issue

As a compromise of the controversial closed shop - open shop question which confronted the Board when it was first established, a maintenance of membership formula has been developed. Over the course of several months, different types of membership maintenance were ordered by the Board.

Early in April 1942, the International Harvester Company was directed to include in its contract with AFL and CIO unions at eight plants a maintenance of membership clause, conditional upon a majority vote in its favor by the union members affected. Ninety per cent voted affirmatively on the question in secret-ballot elections held under Board auspices at each of the eight plants. This type of clause was not ordered again because the elections were too costly to hold on a national scale.

An important test of maintenance of membership was met by the Board in deciding the dispute between the Industrial Union of Marine and Shipbuilding Workers, CIO, and the Federal Shipbuilding and

Drydock Co., subsidiary of U. S. Steel Corporation. The Company had rejected a maintenance of membership recommendation by the National Defense Mediation Board, and President Roosevelt had ordered the plant seized and operated by the Navy. Shortly after Pearl Harbor the plant was returned to private management. When the controversy was referred to the new Board, a maintenance of membership clause was ordered which provided that a union member who did not remain a member in good standing should be discharged "unless as a condition of continued employment the employee agrees to request the company, in writing, to deduct from his pay his financial obligations to the union." In dissenting from the majority opinion on this case, employer members of the Board said their objections to the clause would be answered if each individual employee were given a definite period after the directive order in which to resign from the union if he did not wish to be bound by the membership maintenance clause. The Company complied with the Board order.

The suggestion of an "escape clause" was adopted by the Board in the Ryan Aeronautical case in June 1942, when for the first time the employees were given fifteen days after the date of the Board order in which to resign if they did not wish to remain members of the union for the duration of the contract. Two of the four employer members voted with the Board majority in favor of this clause.

A 15-day escape clause also containing a provision against coercion of employees into union membership won a unanimous vote for the maintenance of membership provision in the S. A. Woods Machine Company Case in August 1942. Since that date the employer members have more often voted against than for maintenance of membership.

The standard form of maintenance clause which has been ordered by the Board since December 1, 1943, reads in part as follows:

> "All employees who, on (insert date - fifteen days after date of Directive Order), are members of the Union in good standing in accordance with its constitution and by-laws, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board....
>
> "The Union, its officers and members, shall not intimidate or coerce employees into joining the Union or continuing their membership therein...."

The Board, in November 1942, emphasized its intention of giving workers genuine freedom of choice when it passed a resolution designed to protect union members covered by a maintenance clause from union or employer interference with the workers' freedom to with-

draw during a 15-day period without losing their jobs. The resolution stated in part:

> "Any employee may withdraw from his union without losing his job, at any time prior to the effective date of the maintenance of membership clause...irrespective of any rules, regulations, laws or constitutional provisions of the union involved which would otherwise make such withdrawal ineffective" and
>
> "Employers shall refrain from attempting to influence employees to resign from the union and from adopting other means or methods of interfering with the voluntary action and free choice of the employees."

The Board also adopted the position that a company cannot take advantage of labor's no-strike pledge to abandon in wartime a union shop already established by a prior contract reached through collective bargaining. This policy was first stated in the Harvill Aircraft case (February 1943), with industry members dissenting.

2. *Strike Discipline*

Acting on its policy that the protection of membership maintenance should not be granted to unions which have shown themselves irresponsible, the War Labor Board in August 1942, denied a maintenance-of-membership clause to the Chemical Workers Union, AFL, because the union had violated its no-strike pledge by calling a 5-day strike at plants of the Monsanto Chemical Co., and New England Alcohol Co., in Everett, Mass.

Since that date this policy has been varied to fit individual cases. In one case, an established maintenance clause was withdrawn for a six-month probationary period after which the Board would consider granting maintenance on a showing of the union's "good faith and responsibility." A warning that any further wildcat strikes would result in cancellation of the provision accompanied the Board's grant of one maintenance clause.

Another variation, to fit particular circumstances in the case, was the grant of membership maintenance on a probationary basis, revocable if the union failed to eliminate strikes in the plant. Such a provision was made in December 1942 for the United Automobile Workers, CIO, at the Yellow Truck and Coach Manufacturing Company plant in Pontiac, Michigan. The international union was directed by the Board to investigate the work stoppage at this plant and notify the Board of disciplinary action taken. As a result, when an unathorized strike occurred several months later, the union levied a $5 fine on each member who took part in the 5-hour stoppage.

In the Chrysler case (August 1943), the Board denied a maintenance and check-off clause to the UAW-CIO without prejudice to the right of the union to renew its request after six months.

To help management and labor keep their wartime no-strike pledge, the Board acts promptly on actual and threatened strikes within its jurisdiction. Telegrams and long-distance telephoning are used, and a mediator may be sent to the spot to assist in composing differences. In this way, the Board aided in keeping man-days of strike idleness in the first year after Pearl Harbor to an average of six out of every 10,000 man-days worked in war industries. Days lost through strikes during the first year of war were fewer than at any time in the past five years, although some 6 million more men were at work. There were 1,000 fewer strikes than during the first year of America's participation in the last war, despite an increase of some 50% in employment.

In the first half of 1943, time lost through strikes in all industries, with the exception of coal mining, remained at about .06 of 1 percent. Time lost through strikes, including coal mining, was .16 of 1 percent.

3. *Wage Stabilization*

After President Roosevelt's "Cost of Living" message to Congress on April 27, 1942, the Board's wage policy was based on the President's statement that "Wages in general can and should be kept at existing scales" with "due consideration to inequalities and the elimination of substandards of living." Wage increases were granted only to equalize rates between plants of a single company, to eliminate substandards of living, to eliminate inequalities between comparable plants within an industry or a particular area, and to eliminate inequalities within a plant.

Early in July the Board was faced with making a decision on an industry-wide wage increase, when the United Steelworkers of America, CIO, asked a $1-a-day raise for the 180,000 employees of Bethlehem, Youngstown, Inland and Republic steel companies. In deciding this case, the Board evolved what later became known as the "Little Steel" formula. "For the period from January 1, 1941, to May, 1942, which followed a long period of relative stability, the cost of living increased by about 15 per cent," the Board stated. "If any group of workers averaged less than a 15 per cent increase in hourly wage-rates during or immediately preceding or following this period, their established peacetime standards have been broken. If any group of workers averaged a 15 per cent wage increase or more, their established peacetime standards have been preserved." Approximately two-thirds of all manufacturing industries had already given their employees an increase of at least 15 per cent. Applying the formula to the Little Steel companies, the Board granted an increase of 44¢ a day. Labor members dissented.

Out of some 54 Board orders deciding wage issues in the three months following the "Little Steel" decision, a general increase was completely denied in 16 cases (30 per cent), and an increase considerably less than requested was granted in another 33 per cent of the cases. However, the Board had no authority over wage adjustments, except when the question came before it as a labor dispute.

The Board's responsibility was increased when Congress passed the Anti-Inflation Act on October 2, 1942. The Act directs: "No employer shall pay, and no employee shall receive, wages or salaries in contravention of the regulations promulgated by the President under this Act."

With this authorization, the President issued an executive order (No. 9250) on October 3 "Providing for the Stabilization of the National Economy." This order gave the Board authority to grant increases above the level of September 15, 1942, only if such increases were "necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war." Penalties for violation of the Act include a fine of $1,000 or a year's imprisonment or both. In addition, an employer who gives unauthorized wage or salary increases may have the entire amount -- not just the increase -- deducted from his expenses for income tax purposes and for estimating costs under government contracts. The entire amount of the illegally-increased wages or salaries will also be deducted by OPA in determining price ceilings.

On November 6, 1942, the Board unanimously adopted a wage policy under which increases to correct maladjustments would be limited by the "Little Steel" formula. As for inequalities and inequities, only "those which represent manifest injustices that arise from unusual and unreasonable differences in wage rates" were to be adjusted; "wage differentials which are established and stabilized are normal to American industry and will not be disturbed by the Board." The Board also announced that it would "not approve wage increases for the purpose of influencing or directing the flow of manpower."

For the administration of its new powers, the Board set forth its policies, including exemptions from and delegations of authority, in a series of general orders.

Employers of 8 or fewer workers have, with some exceptions, been exempted by general order from the necessity of submitting wage and salary adjustments for Board approval, in order to lighten the administrative burden without contributing to inflation.

The Board recognized that state, county and municipal governments might make adjustments for their employees without Board approval, but within the national stabilization policy; and authority

to make similar adjustments without Board approval was granted to non-profit hospitals and charitable organizations, and to twelve government agencies.

The following adjustments may, also, under certain conditions, be made without Board approval: increases to equalize rates paid to women for work of the same quantity and quality as work done by men in the same plant; increases which do not bring rates above 40¢ an hour; increases required by certain existing laws; individual increases for length of service, merit, reclassification or promotion; and payment of customary bonuses or commissions. Before any adjustments of this sort are made without Board approval, employers should make certain, by application to the local Wage-Hour office, that the adjustments fall within the exempted category.

The President's "Hold-the-Line" executive order 9328 of April 8, 1943, together with subsequent policy directives issued under that order by the then Director of Economic Stabilization, Justice Byrnes, somewhat altered the WLB's wage powers as stated in the November 6th policy declaration.

The order provided that the WLB should approve wage or salary increases only to correct substandards of living or to compensate for the increased cost of living through the "Little Steel" formula. It also permitted "reasonable adjustments...in case of promotions, reclassifications, merit increases, incentive wages or the like."

A month later (May 12, 1943), Justice Byrnes clarified the order by authorizing the Board to make "minimum and non-inflationary adjustments which are deemed necessary to 'aid in the effective prosecution of the war or to correct gross inequities' within the meaning of Section 1 of the Act of October 2, 1942." Wage increases which would require an increase in price ceilings continue to be subject to approval by the Director of Economic Stabilization.

The Board's revised wage policy, as authorized by the Byrnes directive, was set forth by Dr. George W. Taylor, WLB Vice Chairman, in an opinion on a case involving 30 Michigan and Wisconsin lumber companies (June 1943). Under the Executive Order of April 8 and Byrnes' directive of May 12, Dr. Taylor said, WLB wage policy includes five points:

(1) General wage increases related to the cost of living will be limited to the amount due under the "Little Steel" formula.

(2) Gross inequities between plants may be corrected up to the minimum of the "sound and tested going rates" being paid for the job in the same labor market area. Regional Boards determine these sound and tested rates.

(3) Wage inequities within plants can usually be corrected within the general level of wages. The Board may make use of job analyses and of comparisons with rates paid for similar jobs in the area.

(4) Substandards of living may be corrected. In voluntary cases, substandards may be corrected up to 50¢ an hour, or to whatever rate or rates below 50¢ an hour each Regional Board has fixed as the standard for its region or part thereof. In dispute cases involving substandards of living, the Regional Boards consider, in addition, the minima of appropriate wage brackets.

(5) "In rare and unusual cases where critical war production cannot otherwise be obtained," the Board may grant increases above the minimum of sound and tested going rates. The National Board has approved such increases in only half a dozen cases to date. A showing by the War Production Board, War Manpower Commission, and other government agencies that needed production cannot otherwise be obtained, is required but is not conclusive.

Other adjustments such as shift bonuses, vacation pay, premium pay for overtime, or the providing by employers of necessary tools or clothing, may also be ordered. And the Board has set up conditions under which it may approve true incentive plans which do not increase unit production costs.

Wage increases permitted by the WLB from October 3, 1942, through May 1943, raised the average factory hourly wage rate only six-tenths of 1 cent. Prior to October 1942, such rates were rising five times as fast.

In contrast to the last war, when the cost of living rose almost 50 percent from 1914 to 1918, the August 1943 figure is only 25 percent above 1939. The cost of living dropped slightly between May and September, 1943. In the last war, there was no wage stabilization program and only limited price control.

The first of a series of monthly reports being presented to the Senate, in response to a Senate resolution of April 9, 1943, showed that prices are affected in only 8 out of every 3,000 voluntary wage adjustment cases approved by the Board. The report also showed that most of the increase in industrial payrolls has been caused not by changes in the price of labor, the only factor over which the War Labor Board has any control, but rather by more men working longer hours in war industries.

In a letter of transmittal which accompanied the first report, War Labor Board Chairman Davis concluded: "The above facts show that the Board has succeeded in so controlling wage and salary increases since September 1942 that they have not added perceptibly, either directly or indirectly, to the cost-of-living burden of the American people."

4. *Grievance Procedure*

Prompt settlement of grievances within plants and without reference to the Board is encouraged. In a unanimous statement (July 1, 1943), the Board urged parties to establish final and binding arbitration as the ultimate step in the grievance procedure provided in their contracts.

"As the custodian of the no strike - no lockout agreement and as a part of the all-out effort to win the war," the Board urged parties to all labor agreements:

> "1. To install adequate procedures for the prompt, just, and final settlement of the day to day grievances involving the interpretation and application of the contract.
>
> "2. To make the full functioning of the grievance procedure a major responsibility under the no strike-no lockout agreement for maximum production to win the war."

In a number of cases the Board has directed that the parties choose an arbitrator, impartial chairman, or umpire to finally determine grievances.

5. *Other Issues*

The Board has ruled that wage classifications based solely on difference in race are without validity, and ordered the abolition of pay differentials between white and Negro workers who perform equal work in a plant. (Southport Petroleum case, June 1943).

The maintenance of collective bargaining relations between management and labor is frequently emphasized by the Board, although during wartime collective bargaining must be conducted "within the framework of the general policies announced in the decisions and the general orders of the War Labor Board." Details of agreements should not be brought before the Board but should be settled through the normal channels of collective bargaining, the Board urged in the Yellow Truck case (December 1942). In many cases the Board left the parties to negotiate on minor issues not settled by the Board order.

The sanctity of contracts arrived at through collective bargaining was cited by the Board in refusing jurisdiction of the Postal Telegraph case (April 1942). The union demanded a wage increase over the existing contract, which under its terms could not be altered without the mutual consent of both parties.

The Board declined jurisdiction of cases involving employees of the Newark, New York, and Omaha municipal governments (December 1942), ruling that an extension of its authority over these cases would "constitute a clear invasion of the sovereign rights of the political sub-divisions of local state government."

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December 18, 1943

Mr. William H. Davis, Chairman
National War Labor Board
Department of Labor Building
Washington, D. C.

My dear Mr. Davis:

I want to thank you for your letter of December 7th in which you assure me that wage adjustments made pursuant to State "equal pay" laws do not require prior approval of the War Labor Board, and need not be reported to the Board.

I am also gratified to know that the Chairman of the Regional Board in the State of Washington has been informed of this ruling. I am sure that the position that your Board has taken in this case will have a significant effect upon the movement for equal pay for men and women workers. Again may I thank you?

Sincerely yours,

MA:L:ZMG

Mary Anderson, Director

12/18

~~Receipts~~

~~Deductions~~ 5 copies

~~Total~~ ~ 62

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

December 7, 1943

Miss Mary Anderson
Director, Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

It is our opinion, after considering your memorandum of October 28, 1943, that wage adjustments made pursuant to "equal pay" determinations by state agencies under authority of state statutes which prohibit wage discrimination between the sexes do not require prior Board approval and need not be reported to the Board.

The contrary ruling of the Regional War Labor Board in Seattle, to which you excepted in your memorandum, was dictated by a desire to cooperate with the Attorney General of the State of Washington, who had expressed the view that prior Board approval was required for adjustments made under the Washington statute.

We are advising the Chairman of the Regional Board of our opinion.

Cordially yours,

William H. Davis
Chairman

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October 28, 1943

MEMORANDUM

To: Mr. William H. Davis, Chairman
National War Labor Board

From: Mary Anderson, Director
Women's Bureau

Subject: War Labor Board approval of action taken under State "equal pay" laws

The Washington "equal pay" law, copy of which is annexed, makes it a misdemeanor for the employer to discriminate in any way in the payment of wages as between the sexes or to "pay any female a less wage.... than is being paid to males similarly employed, or in any employment formerly performed by males." The law gives a woman employee who is discriminated against on account of sex the remedy of a civil suit to recover the amount she should have received less any amount paid by the employer upon account. The Washington Director of Labor and Industries has authority under other State statute (Remington's Revised Statutes 1931, sec. 7596) to take assignments of wage claims and to bring civil action on behalf of an employee. The statute makes it the duty of the Director to take affirmative responsibility for enforcement of the law and to institute actions for penalties therein provided. Among the penalties to which the employer is liable, in addition to restitution of wages unlawfully withheld, is that of prosecution for a misdemeanor.

In carrying out his duty of enforcement of the "equal pay" law, the Director of Labor and Industries makes investigations to determine whether the law is complied with. In case of violation the Director, after an administrative hearing, may order the employer t comply in one or both of two ways: (1) by making the necessary adjustment in the wage rate currently paid to women employees found to be receiving a less wage than males now or formerly similarly employed; (2) by making restitution to such women employees of the difference between the wages actually paid to them and the wages they were entitled to receive under the Washington "equal pay" law.

The Director of Labor and Industries of the State of Washington has informed us that according to an informal opinion of the Regional War Labor Board, orders issued to individual employers by the Washington Department under the Washington "equal pay" law require Board approval before the employer can comply with the State order. It is our understanding that under present procedure the employer must apply to the Regional Board and obtain its permission before carrying out the terms of a State order. The only exception is where the case happens to come within the scope of the National War Labor Board General Order No. 16.

General Order No. 16 permits employers without prior approval of the Board to "equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity or quality of work on comparable operations." Unfortunately, this order, although obviously similar in spirit and purpose to the Washington "equal pay" law, does not appear to be adequate to cover cases which arise under the Washington law. Since the Order is merely permissive, not mandatory, it obviously has no bearing whatever on the action of employers who are unwilling to raise women's wage rates to equal those of men. Furthermore, through the omission of any express retroactive provision, the order apparently permits equalization only of current wage rates, so that an employer voluntarily acting under its authority would not be authorized, without first obtaining Board approval, to make retroactive adjustments in women's rates. Consideration of General Order No. 16 in relation to the Washington "equal pay" law presents the anomalous situation that employers may voluntarily comply with the "equal pay" law by equalizing wage rates on their own initiative without prior Board approval but that employers who refuse to comply voluntarily cannot be compelled to do so without first obtaining such approval.

I have not been informed of the reason for the requirement of prior approval by the Regional Board of State "equal pay" determinations. On its face, the requirement appears to class State "equal pay" determinations in the same category as dispute cases coming direct to the Board, solely by virtue of the fact that in both instances employers have not consented to the equalization of women's rates. Conceivably, the purpose of the requirement may be to guard against price increases, but in that event it is difficult to understand why prior approval of the Board is necessary when the employer raises women's rates under a State determination, whereas such prior approval is not necessary when the employer raises such rates voluntarily. Lacking some other special purpose which is not readily discernible, the requirement of prior War Labor Board approval of State "equal pay" determinations seems to me unnecessary because it involves a duplication of effort in a matter on which there is no fundamental disagreement in policy.

A State "equal pay" determination to the effect that a particular woman worker is entitled to an increase in wage rates or to restitution of back wages under the State law must necessarily be preceded by a thorough investigation and careful evaluation of job content. It must be presumed that the State Department charged with the duty of enforcing the "equal pay" law is competent both to make the proper job analysis and to arrive at an accurate resulting determination as to whether a woman on that job is actually similarly employed within the meaning of the Washington statute. It is hardly necessary to point out that this factual investigation is a time-consuming process, and it may also be a highly technical one, depending on the nature of the job involved and the industry in which it is located. The present Regional Board requirement apparently necessitates a duplication of this basic work since an independent job evaluation by the Board is unquestionably prerequisite to arriving at a sound judgment as to the validity of a State "equal pay" determination.

A procedure whereby the Regional Board undertakes to review the factual basis of State "equal pay" determinations may be expected to lead to unnecessary delay in payment to women of wages due them under the Washington statute, irrespective of the time, energy, and size of staff which the Regional Board is prepared to devote to this work. An employer who is subject to a State determination clearly wishes to avoid paying women equal wages; this is evidenced by the fact that he has not exercised the right to equalize wage rates voluntarily as permitted by General Order No. 16. He may therefore be expected to delay as long as possible before applying to the War Labor Board for approval of the State determination. After the application is filed, he may use other dilatory tactics such as neglecting to make available necessary wage data. The very fact of reinvestigation will also be the occasion for endless differences of opinion as to the actual similarity of job content between men and women workers. An employer will undoubtedly press these differences since it is to his advantage to postpone putting the State "equal pay" determination into effect.

It is unnecessary, in a memorandum to the War Labor Board, to urge the desirability of fair and equal treatment to women in the matter of wage rates. The War Labor Board has accepted and applied this principle in numerous cases coming before it. I would like, however, to urge the importance of establishing procedures which will expedite rather than delay the application of this principle to individual women.

Probably nothing is more destructive of genuine wholehearted effort on the part of women workers than the knowledge that although they perform the same work as their male fellow workers, they nevertheless receive lower wages because they are women. The discontent and unrest caused by this injustice is only aggravated by the realization that they are legally entitled to equal wages and that the employer is withholding payments due them under a State order. By delaying receipt by women workers of equal wages to which they are entitled under the Washington law, the requirement of Regional Board approval contributes to lowered morale, inefficiency, and decreased production. These are conditions which it is the function of the War Labor Board to prevent, and it is certainly to be hoped that the Board will not perpetuate these conditions through the continuation of an apparently superfluous procedure.

It may be asserted that women workers in Washington have other recourse to "equal pay" than through determinations of the Washington Department of Labor. It is of course true that a woman who is paid a less wage because of sex has the legal right to bring civil actions against her employer for the balance of wages due. However, since a legal action is expensive and since it would not result in an increase in the employee's current but only in restitution of back wages, such an action is not practical where small amounts are involved. Most women workers rely instead on the State Department to see that the "equal pay" law is enforced. Theoretically, women workers can also apply direct to the War Labor Board for equalization of wage rates. As a practical matter, however, many women workers covered by State "equal pay" determinations are not in a position to bring a dispute case before the Board because they are employed in industries which are not organized or in establishments too small to afford them other group representation. The Washington "equal pay" law applies to all employed women in the State, whereas the benefits resulting

from application of War Labor Board's "equal pay" policies are available to only a limited number of such women.

Delay in execution of State "equal pay" determinations due to the requirement of prior Regional Board approval also places the State Director in a very difficult position as a law-enforcing officer. Prompt and efficient enforcement of the law now, during its trial period, is unquestionably very important to its future effectiveness. The requirement of Board approval, by enabling employers to temporize with a State mandate, creates disrespect for the State Department and makes future enforcement of the law more difficult. Furthermore, the responsibility of the State Director is not clear in the event of prolonged delay in execution of a State determination. Apparently, the necessity of prior Regional Board approval does not relieve him of his duty of enforcing the law but only makes this duty more difficult of accomplishment.

Inasmuch as there is no disagreement in basic policy, it is believed that the War Labor Board would be well advised to modify the present requirement of prior Regional Board approval of State equal pay determinations. I wish, therefore, respectfully to suggest that the Board establish a ruling to the effect that "equal pay" determinations issued by State agencies under authority of State "equal pay" laws will be deemed to carry out National War Labor Board policy and do not require prior approval of either the National or Regional Boards. Such a ruling would place equal pay determinations of State agencies on the same basis as voluntary adjustments by employers authorized under General Order No. 16. It would expedite the receipt by women workers of wages due them under the Washington law and would lighten the load of the Regional Boards so that it could devote its full time and attention to matters which it alone is capable of handling. Such a ruling would also be consistent with the usual practice of the National Board in dispute cases, in which the Board customarily orders adoption of the "equal pay" principle but leaves to the parties the necessary factual investigation and designation of individuals to whom the principle is to be applied.

The fact that four States now have "equal pay" laws accentuates the need for modification of the present requirement. The laws in Michigan, Montana, and Washington are already operative and the Illinois law will become effective in July 1944. It is believed that the difficulties described in relation to the Washington law apply with equal force to the "equal pay" laws of the other States. For this reason, it is suggested that the Board give consideration to issuing a revised policy in the form of a Directive Order so that it will be generally known to employers as well as members of the Regional staff.

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NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

August 24, 1943

WOMEN'S BUREAU
AUG 26 1943
DEPARTMENT OF LABOR

Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

I thank you for your memorandum of August 20, 1943, relating to sex differentials in "minimum sound and stabilized rates" established by the Regional War Labor Board in Philadelphia.

I shall write to you again with respect to this matter after we have had a report from the Philadelphia Board.

Cordially yours,

William H. Davis
Chairman

FOR VICTORY
BUY
UNITED STATES DEFENSE
BONDS AND STAMPS

August 24, 1943

Mr. Sylvester Garrett
Chairman, Third Regional War Labor Board
428 Stephen Girard Building
21 South Twelfth Street
Philadelphia 7, Pennsylvania

Dear Syl:

I should appreciate your comments on the memorandum from Miss Anderson which I enclose herewith. Please return the memorandum to me.

Cordially yours,

William H. Davis
Chairman

DEPARTMENT OF LABOR
Office of the Secretary
WASHINGTON

W.B. Files

Honorable William H. Davis
Chairman, National War Labor Board
Washington, D. C.

Dear Mr. Davis:

I am enclosing a memorandum addressed to me by Miss Mary Anderson, Director of the Women's Bureau, which discusses the effect of Executive Order No. 9328 and the Directive of the Economic Stabilization Director dated May 13, 1943, upon the principle of "equal pay" without regard to sex. I subscribe to the views expressed in the memorandum. As you know this principle represents a Federal policy of long standing. It was recognized in the last war by the National War Labor Board, its predecessor the War Labor Conference Board, the War Labor Policies Board of 1918, and the United States Railroad Administration. The Chief of the Bureau of Ordnance of the War Department in November 1917 in its General Order 13 required that "The standards of wages hitherto prevailing for men in the process of filling war contracts should not be lowered where women render equivalent service." The policy was also embodied in the Fair Labor Standards Act of 1938, and the codes of fair competition promulgated under the National Industrial Recovery Act.

The principle has been consistently advocated and endorsed by the Women's Bureau in the Department of Labor and its predecessor the Women in Industry Service created during the last war. Its promotion has always been considered one of the most important programs of that Bureau and the numerous groups cooperating with it. As the memorandum indicates, the principle has been expressed in the legislation of three States and similar legislation is pending in other jurisdictions.

In view of the urgent necessity of clarifying the effect of the wage stabilization program upon this well-established Federal policy, I am confident that you will extend your most careful consideration to the matters presented by the memorandum.

A copy of this letter, together with the attachments, is being forwarded to the Economic Stabilization Director for his information.

Sincerely yours,

MEMORANDUM

To: The Secretary

From: Mary Anderson

Subject: Effects of Executive Order No. 9328 and the Directive of the Economic Stabilization Director dated May 13, 1943, on Federal Policy of Equal Treatment of Women in the Matter of Wage Payments.

In its General Order No. 16, issued November 24, 1942, the National War Labor Board permitted, without its prior approval, adjustments equalizing "wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations." 1/

This recognition of a basic principle of sound industrial relations was generally regarded as salutary. It is fair to state that there is nothing more disruptive of employee morale than inequality of wage payments within a plant for similar job classifications or for comparable services. The disintegrating effects of such a policy are even greater when it is based upon the irrelevant factor of sex. In demonstrating the importance, in our present war economy, of the policy of "equal pay" without regard to sex it is hardly necessary to advert to statistics evidencing the extent to which women presently (and, increasingly, in the near future) participate in the industrial production of the nation. If the principle, before the war was deemed to be important as a measure of social and industrial justice and as serving the interests of efficient production, how much more important it is today! A denial of the principle has the effect of setting up two classes of employees in a plant, with favored treatment of one class based upon a factor which has no perceptible relation to the elements which enter into an appraisal of the value of services or the classification of the job. This has a profound effect upon the class discriminated against, destroys

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1/ The General Order carried the following provisos: that the adjustments shall be reported to the Board; that they shall be subject to the Board's ultimate power of review (which would not be exercised with retroactive effect); and that they shall not furnish a basis to increase price ceilings or to resist justified reductions in price ceilings.

industrial morale and initiative, affects the worker's appreciation of the dignity and importance of her job and does a disservice to the cause of maximum national production.

I am informed that Executive Order No. 9328 dated April 8, 1943, is being interpreted as necessarily superseding and suspending General Order No. 16. I assume that this interpretation is based upon the theory that an adjustment under the "equal pay" principle when not made for the purpose of correcting substandards of living, or in accordance with the Little Steel Formula, falls within the general ban of increases provided for by section 2 of the Executive Order. It is not clear to me why an upward adjustment of the wages of women to a level equal to that paid to men filling similar jobs may not be considered a promotion, reclassification or incentive increase permitted by the last portion of that section of the Executive Order. In view of the fact that the Federal policy is of such long standing I should think that those terms of the Order might fairly be given a construction which would achieve the desired effect. If not, I am of the opinion that it is essential that the situation be clarified by further Executive Order.

The Directive of May 13, 1943, is less than clear in its impact upon this problem. It specifically permits Board approval of wage or salary adjustments for workers in immediately interrelated job classifications to the extent required to keep the minimum differentials between immediately interrelated job classifications necessary for the maintenance of productive efficiency." I am not certain that this language is necessarily applicable to the problem under discussion, and the National War Labor Board has not yet disclosed its interpretation thereof. But assuming that it is applicable, such adjustments are permitted only when "necessary to eliminate substandards of living or to give effect to the Little Steel Formula or in connection with a longer workweek." Inasmuch as the majority of situations in which women receive discriminatory treatment in the matter of wage payments will not fall in those categories it would appear that the Directive does not constitute a clarification of the instant problem.

The gravity of the situation is underlined by the fact that three States have laws affirmatively requiring the equalization of wages which the aforementioned interpretation of the Executive Order denies to women. Like legislation is pending in other States. On March 22, 1943, the Governor of the State of Washington signed the

most recently enacted of these laws. A copy is annexed for your information. You will observe that an employer who fails to comply with its provisions is guilty of a misdemeanor and the remedy of civil suit is afforded to a woman discriminated against on account of sex. Your attention is also respectfully directed to General Motors Corporation v. Reed, 294 Mich. 558, 293 N.W. 751 (1940) in which the Supreme Court of the State of Michigan upheld against constitutional attack, a similar law of that State. It is evident that great confusion will result unless prompt action is taken to clarify the situation. The current interpretation of the Executive Order forbids employers from equalizing wages among males and females which they are required to do by State statute under pain of criminal sanctions, in the event of violation. Furthermore, it may not be unreasonable to anticipate the institution of civil suits under State statutes, by women, which will bring into issue the apparent, and, of course, unfortunate conflict between State and Federal regulation of wages.

SOL:PS:NFC

Files
269

NATIONAL WAR LABOR BOARD
DEPARTMENT OF LABOR BUILDING
WASHINGTON, D. C.

OFFICE OF THE CHAIRMAN

November 10, 1942

WOMEN'S BUREAU
RECEIVED
NOV 12 1942
DEPARTMENT OF LABOR

Bertha M. Nienburg, Acting Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Nienburg:

Thank you for your kind offer of cooperation with us in the establishment of machinery to make basic job evaluations in connection with the enforcement of Directive Orders embodying the principle of equal pay for equal work for women who replace men.

No occasion has as yet arisen for us to avail ourselves of such a service, but when the occasion does arise we will, in view of your letter, feel free to call upon you for assistance.

Very truly yours,

William H. Davis
Chairman

October 29, 1942

Mr. William H. Davis, Chairman
National War Labor Board
Washington, District of Columbia

My dear Mr. Davis:

Recently staff members discussed with Dr. Frank Graham women's wage problems and the methods of bringing into alignment wage rates in accordance with the Board's principle of equal pay for equal work. It developed therefrom that the machinery to make basic job evaluationsas to the comparability of jobs, the quality and quantity of performance by men and women has not been developed as yet.

Recognizing the additional heavy burden imposed on the National War Labor Board by the Stabilization Act, the Women's Bureau wishes to offer the services of its small but thoroughly trained staff to the Board to undertake such job evaluations when the necessity for so doing arises through complaint as to the carrying out of a directive order, through complaints of women workers concerning wage inequalities or from requests of employers who voluntarily wish to bring about equitable wage adjustments. Such technical job surveys would be made available to arbitrators where wage disputes had arisen or to other designated Labor Board officials when wage increases to correct "maladjustments or inequalities" were made voluntarily.

Should the use of our facilities as the nucleus about which to develop this service seem advisable to you and other members of the Board, we would be glad to discuss the matter further with you or your representative.

Sincerely yours,

Bertha M. Nienburg,
Acting Director

BMN:LW

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October 29, 1942

Mr. William H. Davis, Chairman
National War Labor Board
Washington, District of Columbia

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Should the use of our facilities as the nucleus about which to develop this service seem advisable to you and other members of the Board, we would be glad to discuss the matter further with you or your representative.

Sincerely yours,

Bertha M. Nienburg,
Acting Director

BMN:LW

War –
WLB

September 29, 1942

Mr. William H. Davis, Chairman
National War Labor Board
Department of Labor Building
Washington, D. C.

Dear Mr. Davis:

Your directive order in the General Motors Corporation case was read with very real interest. I believe that your phrasing of the principle of equal pay for equal work as "equal pay on comparable operations" should go far to establishing a wage scale based on job requirements regardless of the sex of the worker. I am sure it will be of inestimable value to women in their continuing wage problems.

With appreciation for sending me a copy of the order and for your personal interest in this problem.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LK

COPY September 2, 1942 LMG:hnw

MEMORANDUM FOR MR. DAVIS

Miss Elisabeth Christman of the Women's Bureau of the Department of Labor has spoken to Dr. Graham and myself concerning the question of equal pay for women doing the same work as men. The Women's Bureau is very much interested in seeing that this issue is presented adequately to the Board in cases which come up involving that question, and the Bureau makes its services available to unions in presenting data and arguments on that question. She has requested access to the Board's files and records on cases which are pending before the Board in order to find out which cases involve this issue so that the Women's Bureau may get in touch with the unions involved and assist them in presenting that issue to the Board. Miss Christman advises me that the Women's Bureau presented a brief in the General Motors case on this question, having looked into it at the request of the union in that case.

I believe that this is a matter which might well be taken up with the Board and I am transmitting this memorandum to you for that purpose.

Lewis M. Gill
Assistant Executive Secretary

ADVANCE RELEASE ADVANCE RELEASE

OFFICE OF WAR INFORMATION

NATIONAL WAR LABOR BOARD

For release in p.m. papers
of Friday, June 4, 1943 B 693

Adjustments to equalize the wage or salary rates paid to women with rates paid to men for comparable work may still be made without Board approval under the "Hold-the-Line" Executive Order of April 8, the National War Labor Board announced today.

WLB Chairman William H. Davis in a letter to Secretary of Labor Frances Perkins said in part:

"General Order No. 16 has neither been impaired nor amended as a result of Executive Order No. 9328. It stands today in full force and effect.'

The Order permits an employer, without prior approval from the Board, to make adjustments "which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, " provided that such adjustments shall not furnish a basis either to increase price ceilings or to resist otherwise justified reductions in price ceilings.

"The application of the Order is quite plain and simple in cases where women are employed to replace men on jobs which are not changed," Mr. Davis sai

He emphasized, however: " The Order is liable to abuse, and wage adjustments cannot be made under it, without Board approval, unless they are made to equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity and quality of work on the same or similar operations in the same plant. "

He specified two types of cases t · which General Order 16 does not and never has applied:

(1) Jobs to which only women have been assigned in the past.

If there is a question of the correctness of the rate for such jobs in relation to other jobs in the same plant, the case is one of an intra-plant inequality and an adjustment cannot be made under the "equal pay for equal work" principle.

(2) Attempts to increase wages being paid to women in one plant on the ground that in some other plant similar work is being done by men at

a higher wage. "If the inter-plant inequality (existing in such a case) is in fact one that should be corrected at all, its correction is independent of any question of men and women workers," Mr. Davis pointed out.

Mr. Davis wrote to Secretary Perkins in response to an inquiry prompted by Miss Mary Anderson, Director of the Women's Bureau, on the effect of the "Hold-the-Line" Executive Order on General Order 16.

Since November 24, 1942, when General Order 16 was adopted, nearly 600 firms have reported the equalization of rates of over 19,000 women employees with rates paid to men for comparable work.

The letter from Chairman Davis to Secretary Perkins is attached.

The Honorable Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Madam Secretary:

I thank you for your letter of May 13, 1943, enclosing the memorandum addressed to you by Miss Mary Anderson regarding the effect of Executive Order No. 9328 on the Board's General Order No. 16.

That Order permits an employer, without the prior approval of the Board, to make wage adjustments "which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations" subject to the provision that such adjustments shall not furnish a basis either to increase price ceilings or to resist otherwise justified reductions in price ceilings.

General Order No. 16 has neither been impaired nor amended as a result of Executive Order No. 9328. It stands today in full force and effect.

The application of the Order is quite plain and simple in cases where women are employed to replace men on jobs which are not changed.

Where the plant management, in order to meet the necessity of replacing men and women, has rearranged or lightened the job, perhaps with the employment of helpers to do heavy lifting or the like, a study of job content and job evaluation should afford the basis for setting "proportionate rates for proportionate work." Such questions require a reasonable determination, by collective bargaining or arbitration, of the question whether, or how far, the newly arranged job is of equal quantity and quality with the old job. The new wage set on such a basis does not require the approval of the National War Labor Board under the terms of General Order No. 16.

We have found from experience that there has been some tendency to abuse this rule of equal pay for equal work.

This refers particularly to job classifications to which only women have been assigned in the past. The rates for such jobs, especially when developed by collective bargaining, are presumed to be correct in relation to other jobs in the plant.

Whether a job is performed by men or women, there may be a dispute over correctness of its wage rate in relation to rates for other jobs in the same plant. These are the so-called intra-plant inequality cases. Their determination should not be related to the "equal pay for equal work " question; they should be determined on the basis for maintaining or developing a proper balance of wage rates for various jobs based upon job evaluation.

We have even seen instances in which the workers have demanded, or the employers have proposed, that the wages being paid to women in one plant should be increased on the ground that in some other plant similar work is being done by men at a higher wage. Such proposals tend to overlook the fact that wages paid to men in the same occupation generally vary from plant to plant. In such cases, the question whether the work is done by men or women is irrelevant. The claim for increased wages immediately reduces itself to a simple question of different wage rates for the same work in different plants. Inter-plant inequalities in wage rates are quite commin in American industry, and often well-established. They afford a basis for a wage increase only in very exceptional cases. If the inter-plant inequality is in fact one that should be corrected at all, its correction is independent of any question of men and women workers.

In conclusion, I think you may say to Miss Anderson that our General Order No. 16 is in full force and effect. The Order is, however, addressed to employers who desire to make appropriate wage payments within their own established wage structures. The Order is liable to abuse, and wage adjustments cannot be made under it, without Board approval, unless they are made to equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity and quality of work on the same or similar operations in the same plant.

Sincerely yours,

William H. Davis, Chairman
National War Labor Board

April 19, 1943

To: Miss Anderson
Miss Stitt
From: Alice Angus

Re: War Labor Board and "Equal Pay" Assignment.

As the work formerly carried on by Miss Christman is to be handled on a part time basis in connection with other work, it would be helpful if we could reach an understanding as to what approach we will take and what we should try to accomplish. It seems to me there are three points which should be considered at the outset:

1. War Labor Board's present official position on "equal pay":

The President's recent Executive Order (April 8) sets up certain restrictions on the War Labor Board's authority to grant wage increases. Under the April 8 Order, the W.L.B. is no longer permitted to grant wage increases "to eliminate inequalities". It can grant wage increases only to correct substandards of living, or to bring the workers' wages up to 15 percent cost-of-living-rise adopted in the Little Steel case, or to make adjustments in cases of promotions, reclassifications, incentive wages, etc.

Presumably the Board has based its past decisions to equalize women's rates with men solely on its authority "to eliminate inequalities". The Board's General Order # 16 allows employers to make wage adjustments "to equalize the wages of women with those of men". Since the President's recent Order prohibits the Board from granting wage increases on this ground, it is important for us to know what the W.L.B. intends to do about the "equal pay" principle. Is it forced to revoke General Order 16, and if so, can it accomplish the same thing in some other way?

2. Form in which W.L.B. material reaches the Women's Bureau:

The Women's Bureau receives a "docket" sheet, listing each W.L.B. case. This sheet shows the name of the case, the number of "men" involved, and the principal issues to be decided. It does not show whether any women are even employed in the plant, much less whether the case before the W.L.B. in any way concerns women. We also receive supplementary sheets showing the progress of various cases and where they are being handled, but no inkling is given as to whether men are involved. All of this information is kept up to date by Mrs. Winstead in Miss Spring's room, who devotes something less than one-half her time to this work.

In order to know whether women are involved in any W.L.B. case, we depend on sources outside the W.L.B., such as write-ups in Union newspapers. However, the W.L.B. apparently itself is keeping some sort of an analysis of cases that involve women. An O.W.I. release of April 11 states that the W.L.B. has now handled a total of 500 cases in which wage adjustments to women were granted. Can we work out some arrangement with the W.L.B. whereby we will receive dockets

only of cases that involve women? This would mean that we would have complete knowledge of such cases instead of depending on Union papers for occasional references to them. It would also mean that most of the work in Miss Spring's room of checking and compiling docket sheets for W.L.B. cases in which women are in no way involved, could be eliminated.

3. How Can the Women's Bureau be useful in helping women get wage adjustments?

One feature of our work with the W.L.B. is to obtain information on pending cases, in order to find out whether the case is being handled in a region, in the Conciliation Service, before a panel, before the Board itself, or otherwise. Most of this information has probably gone to union groups as Miss Manning tells me that only one field agent has even inquired concerning the progress of any W.L.B. case. In general, she says, the work of the field representatives does not involve wage adjustments. Presumably, obtaining information on the progress of a case is purely a service function; it does not expedite the handling of the case or in any way affect the contents of the decision.

The way to help women get wage adjustments that will increase their wages is to help them prepare the case before it gets to the W.L.B. How can we best do this? Miss Stitt has suggested that we could tell them the kind of information they need and how to prepare it. For example, she was told by a W.L.B. representative on her recent trip that the W.L.B. does not take the initiatve in equalizing women's rates with men's rates. It merely acts on the request if it is made. Where women's wages are involved in a plant request, women should be told that they will get only what they affirmatively ask for.

Another point that we should get across to women now is that they can still get adjustments on the basis of substandard wages, - if it is true that the W.L.B. no longer can "equalize" women's rates with men's. We could work out up-to-date cost of living budgets which could be used to raise substandard rates. The latest Wage and Hour Reporter credits the Women's Bureau with having secured the wage adjustment in the Ohio Bell Telephone Co. case through our cost of living information.

ADVANCE RELEASE

War Labor Board
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ADVANCE RELEASE: For SUNDAY Papers, April 11, 1943
Hurst - 76912

OFFICE OF WAR INFORMATION

W-156

WAR LABOR BOARD

WOMAN'S PAGE EDITOR: War employment has given definite support to the demand for "equal pay" for women. This release outlines some of the accomplishments along that line.

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Over 500 companies have equalized rates paid to women with rates paid to men for comparable work under the authority of the National War Labor Board's general order which permits such wage or salary adjustments without prior WLB approval. This order has been the basis for equalizing rates paid to more than 18,000 women, reports received by the Board up to the middle of March showed.

The "equal pay" principle has been advocated since women first trooped into industrial work during the last war. Since then it has been recognized that the women who replace soldiers in industry must be protected against a deterioration of working standards. The Government - and in many cases unions and management - recognizes this need, both as justice to the women workers and as a guarantee to soldiers that their wage rates will be maintained until they return from the front to the factory.

In addition to pay adjustment cases in which management voluntarily or in agreement with a union may equalize women's rates with those of men, the War Labor Board has a long record of labor dispute cases in which such equality has been directed.

The form of "equal pay" clause most frequently ordered by the Board reads: "Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations." This clause was first ordered in a case involving the General Motors Corporation and over 200,000 employees represented by two CIO unions, the United Automobile Workers of America and the United Electrical, Radio and Machine Workers of America.

The Board has ordered several varieties of "equal pay" clause in adopting the principle to different cases.

"The Company shall pay equal pay for equal work," was the simple form first ordered, five months after Pearl Harbor, in the case of the UAW-CIO and the Breeze Corporations, Newark, N. J.

A step toward ironing out inequalities between rates for men and women was taken in the case of Remington Rand and the United Electrical Workers, CIO, when a 2½ cent hourly increase in certain starting rates for women was granted, while a general increase to all employees was denied.

Another and very specific form of clause was ordered in the case of the Norma-Hoffman Bearings Corporation and the UE-CIO, representing 1260 employees. It read in part:

> "When women take the places of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced. Where, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of machines, a recognized differential based upon proper time studies shall be established. If the Union deems the differential to be improper, the question shall be disposed of under the grievance procedure."

The idea that women are physically unable to replace men on the job was blasted by a panel whose unanimous report on the case of the Brown & Sharpe Manufacturing Co. and the International Association of Machinists, AFL, was upheld by the WLB. The panel told the Board that the company was willing to reduce whatever differential now exists between the rates of pay for men and women so that it would not exceed 20 percent. In recommending that this discrimination between men and women be ended, the panel said the following:

> "If this panel may have a small part in demolishing the fictions and the fallacies which have arisen from certain facts of female

physiology, it will have served a worthy purpose ... The idea of 80 percent efficiency of women has evolved from a biological phenomenon which applies only to a period of time and not to relative efficiency and competence at other times. There is no proof, scientific or otherwise, that women are 20 per cent less capable than men all the time."

Around 15,300,000 (fifteen million, three hundred thousand) women are now at work, exclusive of those in agriculture. One million six hundred thousand of them are in war production; 1,500,000 (one million, five hundred thousand) in essential services. This is an increase of almost 3,000,000 (three million) (about 17 percent) over a year ago and of nearly 5,000,000 (five million) (30 percent) over the end of 1940. Women now constitute over 25 percent of the country's total labor force, and it is estimated that by December of this year over 17,000,000 (seventeen million) women will be at work, constituting nearly 28 percent of total employment in the United States. Of these 17,000,000 (seventeen million), over 5,000,000 (five million) will be in direct war work.

In manufacturing industries alone, there were nearly 600,000 or 20 percent more women wage earners in October, 1942, than in October, 1941.

In particular war industries, the increased employment of women is even more impressive. Compared with 4,000 women employed in aircraft factories at the time of Pearl Harbor, there are 185,000 today -- 46 women where one stood. Compared to 2,500 women employed in shipbuilding in March 1942, there are over 40,000 today -- 16 where one stood.

These women, indispensable to America's war effort and to the maintenance of essential civilian production, deserve equal pay for the man-size jobs they take over. The National War Labor Board and its twelve regional Boards across the country assist in bringing about such equality.

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X-12793

ED INSTRUCTIONS TO REGIONAL WAR LABOR BOARDS FOR OPERATIONS UNDER
UTIVE ORDER 9328 AND UNDER THE SUPPLEMENTARY DIRECTIVE OF MAY 12

UNANIMOUSLY APPROVED BY THE NATIONAL WAR LABOR BOARD

Miss Nienburg

I. Authorities and Responsibilities of Regional Boards and Regional Wage Stabilization Directors

A. Previous orders defining the authority of the Regional Wage Stabilization Directors have been revoked by the Board and the following general rule has been adopted:

> "Matters of policy, whatever the size of the case, should be determined by the Regional Boards, but routine application of such policy decisions, once made, may in the discretion of each Regional Board, and as defined by the Regional Board, be delegated to the Regional Wage Stabilization Director, with such specific instructions as the Regional Board may lay down."

B. All rulings of the Regional Wage Stabilization Director are subject to appeal to the Regional Board.

II. The Processing of Maladjustment Cases (i.e., cases involving proposed general increases)

The Little Steel Formula should be applied to particular cases in accordance with the instructions contained in the Wage Manual and in the "Official Answers" bulletin.

III. The Processing of Gross Inequities Cases (i.e., cases involving proposed increases in the rates of particular job classifications)

A. Steps and methods in the determination of brackets of sound and tested wage and salary rates

1. Collection, classification, and presentation of rate data

a. The role of the Regional Boards

(1) It is suggested that in each region a tri-partite division of the Regional Board be created to supervise the work of rate gathering.

(2) This tri-partite division should exercise general supervision and integration with respect to gathering, analysis, classification, presentation and interpretation of rate data for wage stabilization.

(3) The tri-partite division of the Regional Boards should:

(a) Determine the type of wage data that are necessary and relevant in carrying out the Board's wage policy.

(b) Determine the disposition of available personnel for wage work and the sources of wage data to be used, and in this connection call a conference with Regional Board staff officials, local Bureau of Labor Statistics staff officials, union and employer groups, and

Regional Board members. Suggested sources: association surveys, union agreements, files, research agencies, special surveys by particular companies, expert knowledge and experience of Regional Board agencies, fact-finding tri-partite panels or advisory groups, regional wage data files, Bureau of Labor Statistics studies, and studies by other Government agencies.

(c) Evaluate and test the data for its representativeness and soundness.

(d) Determine the extent to which tri-partite panels should be used for rate gathering purposes.

(e) Determine, on the basis of the Regional backlog, the areas where conditions are most critical and the industries and occupations for which wage data should be gathered first.

(f) Make progress reports on wage data collection to the Regional Boards.

b. The role of the Regional Wage Stabilization Division

The Regional Wage Stabilization Division should assist the tri-partite divisions of the Regional Boards in the collection, classification, and presentation of wage and salary rate data, as may be requested by the tri-partite division of the Regional Board.

c. The role of the Wage Stabilization Division of the National Board

(1) The staff of the National Board will make available wage and salary rate data from the following sources:

(a) Its own files

(b) Wage Administration Section of the War Department

(c) National labor organizations

(d) National trade associations and large companies.

(2) The Wage Stabilization Division of the National Board will lend technical assistance to the Regional Offices with respect to the analysis and presentation of rate data.

2. Determination of the brackets by Regional Boards

a. Meaning of wage and salary rate brackets

(1) A wage or salary rate bracket is a group, from minimum to maximum, of stable, tested rates for a given occupation in a given labor market.

(2) There should be a bracket for each major job classification studied. Each bracket should be for jobs which are comparable as to the type of work performed. Similarity of

names is no guarantee of comparability of jobs. Similarly named jobs may in fact differ by type of industry, by method of wage payment, and by fact of unionization. It may be found necessary to determine separate brackets, with respect to the same-named job, for different general types of establishments. However, small variations in similar jobs are normal; such small variations in job content do not preclude the inclusion of such jobs in the same bracket.

(3) It is desirable that an adequate sample of plants and employees be studied for each job classification in each industry-labor market area.

(4) Initial attention should be given to such major or key job classifications in a given industry and labor market area as may be deemed appropriately typical of such industry and area.

(5) Labor market areas should be considered normally to be single localities, but there is no hard and fast rule with respect to geographical or industrial coverage.

(a) Frequently two or more closely contiguous and related localities may be one labor market area.

(b) Sometimes single, isolated plants or job classifications cannot be compared occupationally with other establishments or jobs in the locality, and it will be necessary to go some distance before comparable job classifications can be found.

(c) In certain industries or companies the wage structure is such that uniform or almost uniform rates are set throughout a Region regardless of locality; here the Regional Boards should take due regard to such fact in determining appropriate brackets.

b. There is no automatic, statistical way of determining the wage rate brackets. The use of sound judgment and discretion by the tri-partite boards is necessary. The following suggestions, however, may be found useful:

(1) Decisions on particular cases before a Regional Board may be expedited by the setting of tentative brackets for the key occupations involved.

(2) In setting tentative brackets, it would be well to bear in mind that wage rate brackets are quite different from the single weighted average rates which were used in deciding cases under Executive Order 9250. However, a Regional Board may, in its discretion, make use of the weighted average for a given job classification by constructing a rule-of-thumb bracket as follows: take as the bracket minimum a point, say, 10 per cent below the weighted average rate and take as the bracket maximum a point, say, 10 per cent above the weighted average rate. Such a bracket minimum should be considered as the equivalent of a single-rate minimum.

(3) Other possible methods for determining the bracket m[illegible] are:

(a) In localities where each establishment pays a single rate rather than a range of rates for a given job classification, the minimum of the bracket may be set at a point where the first substantial and representative "cluster" of single rates is discovered.

(b) In localities where each establishment pays a range of rates rather than a single rate for a given job classification, the minimum of the bracket may be set at a point where the first substantial and representative "cluster" of minimum rates for the job classification is discovered.

(c) In localities where, for a given job classification, some establishments pay a single rate and other establishments pay a range of rates, the minimum rate of the wage bracket may be set either at the first substantial and representative cluster of the minimum rates of the ranges or at the first substantial and representative cluster of the single rates. In setting the bracket minimum for a given job on the basis of single rates, the Regional Boards may consider the weighted averages of the rates paid for the job by the respective rate-range companies as the equivalents of single rates.

(4) In setting the brackets, previous Board decisions in particular cases may be used.

(5) Rates found in existing union agreements, if negotiated within the past twelve months, may also be used in determining wage brackets.

(6) Wage brackets for different job classifications in a given labor market should have a rational relation to each other.

(7) Wage brackets for a given job classification in different labor markets should have a rational relation to each other.

(8) The bracket setting jurisdiction of a Regional Board is limited to labor market areas entirely within its Region. Brackets for labor markets covering parts of two or more Regions should be determined by a tri-partite committee representing and jointly established by the Regional Boards involved.

(9) The minimum and maximum rates of the brackets for all major job classifications may be publicized within the labor market to which they are applicable.

(10) It should be understood by all concerned that the determination of brackets is not final but is subject to revision as new data become available, as new cases come up, or as appeals are made to the Regional Board for reconsideration or to the National Board for review.

B. Use of wage rate brackets by Regional Offices (inter-establishment rate relationships)

1. In maladjustment cases the Regional Boards should consider whether or not, in cases where the 15 per cent formula would move the rate for any job classification above the maximum of the appropriate bracket, the increase for such classification should be limited to the maximum of such bracket.

2. In accordance with the supplementary order of May 12, it is not generally permissible to approve rates above the minimum rates of the respective brackets. The "rare and unusual cases" where above-minimum adjustments may be made are those where, in the judgment of a Regional Board, approval of such adjustment is highly essential to the success of the war effort or for the correction of a grossly inequitable condition. The following criteria are suggested as guides for the determination of an applicant's relation to the war effort:

   a. The establishment should be engaged primarily in an activity included in the War Manpower Commission's List of Essential Activities or covered by the WMC's designation of "locally needed activities."

   b. The establishment must have been in compliance with all the War Manpower Commission's regulations and policies with respect to recruitment, training, and utilization of labor and with respect to operation on a Minimum Wartime Workweek (as defined in Section 4 of WMC Regulation No. 3).

   c. There should be proper statements or certifications from appropriate government agencies with respect to the above matters.

3. When an applicant who pays a single rate rather than a range of rates for a given job classification is allowed to move up to the wage bracket minimum, his advance to such minimum will depend on whether the minimum was based on single rates or on the minimum rates of rate ranges.

   a. If the bracket minimum is based on single rates, such applicant may be permitted to move up to the minimum of the bracket.

   b. If the bracket minimum is based on the minimum rates of rate ranges, such applicant may be permitted to move up above the bracket minimum an amount roughly equal to the difference between the average minimum rate and the average middle rate of the rate ranges paid by the rate-range establishments.

4. When an applicant who pays a range of rates rather than a single rate for a given job classification is allowed to move up to the wage bracket minimum, his advance to such minimum will depend on whether the minimum was based on single rates or on the minimum rates of rate ranges.

   a. If the bracket minimum is based on single rates, such applicant shall be permitted to increase the minimum of his range by an amount equal to that necessary to bring his expected weighted average (normally the mid-point of his range) up to the minimum of the wage bracket. The maximum of his range may be increased

proportionately, but not higher than the bracket maximum.

b. If the bracket minimum is based on the minimum rates of rate ranges, such applicant shall be permitted to move the minimum rate of his range up to the minimum of the bracket, and he may be permitted to increase the maximum rate of his range proportionately, but not higher than the bracket maximum.

5. In cases where an applicant requests a general wage or salary rate increase on the grounds of inter-establishment gross inequities, his case should be handled only on the basis of appropriate job-classification comparisons. Some of his existing key-job classifications might be below the appropriate bracket minima and some above the appropriate bracket minima. Approval of increases up to the bracket minima for only the former jobs and denial of increases for the latter jobs might therefore raise the problem of intra-establishment inequities. In such cases it is permissible to

a. Approve the increase in full for the below-bracket minimum jobs

b. Make modified or "tapered" approvals of the requested increases for the already-above-bracket-minimum jobs, so as to

(1) Minimize intra-establishment disruption as much as possible, and

(2) Avoid any unstabilizing inter-establishment effects.

6. In cases involving the application of minimum rates defining sub-standards of living, the following should be observed:

a. In voluntary cases, where an applicant's proposed rate or rates for one or more job classifications are below the appropriate Regional sub-standard minimum rate, such proposed rate or rates may be approved without regard to the wage-bracket rates for such job classifications.

b. In dispute cases, where the disputed rate or rates for one or more job classifications are below the appropriate Regional sub-standard minimum rate, the Regional Boards in their discretion may use appropriate bracket minima in determining such cases.

C. Intra-establishment inequities

1. Cases to which the last sentence of Paragraph One of the Byrnes Directive of May 12 is applicable (i.e., intra-establishment inequities arising out of application of the Little Steel Formula or out of the use of a minimum rate for sub-minimum job classifications or out of the adoption of a longer workweek) should be handled by a "tapering" process of granting successive smaller increases to successively less immediately inter-related job classifications. Regional Boards should, in making such adjustments, avoid creating any unstabilizing inter-establishment effects.

2. Other cases of intra-establishment gross inequities, including those involving non-major job classifications, may be handled as previously, namely, with due regard for

a. Maintaining proper rate balance among the various job classifications, and

b. Avoiding creation of unstabilizing inter-establishment effects.

IV. The Processing of Sub-Standard Cases

A. General Order 30 is still in effect.

B. Decisions in sub-standard cases should be based on

1. Regional determinations of minimum rates

2. The bracket approach outlined above

3. The intra-establishment "tapering" method suggested above.

V. The Processing of Requests for Approval of Rate Schedules under General Order No. 31

A. All wage or salary rate schedules which are not exempt from the requirement of Board approval under General Order No. 31 must be submitted for approval to the appropriate Regional War Labor Board.

B. Requirements for obtaining approval

1. Rate ranges (where ranges are desired for the purpose of making individual merit or automatic length-of-service increases)

a. Existing establishments

(1) Except in rare and unusual cases where the critical needs of war production require, the minimum rate for each job classification shall be set as follows:

(a) If the minimum rate of the wage bracket for a given job classification is based on single rates, an applicant who has hitherto paid a single rate for the job may be permitted to establish the expected weighted average (usually the mid-point) of his new range at a point not in excess of the minimum of the bracket or not in excess of his previous single rate, whichever is higher. An applicant who has heretofore had a number of random rates unformalized in a rate range may be permitted to set the expected weighted average (usually the mid-point) of his new range at the bracket minimum or at a point not in excess of the weighted average of his existing rates, whichever is higher.

(b) If the minimum rate of the wage bracket for a given job classification is based on the minimum rates established for such classification in the schedules of rate-range companies, an applicant who has hitherto paid a single rate may be permitted to do one of two things, whichever gives him the higher minimum rate: (1) he may be permitted to set the minimum rate of his range for the job at a point not in excess of the bracket minimum; or (2) he may be permitted to set the

expected weighted-average rate (usually the mid-point) of his new rate range at a point not in excess of his previous single rate. "Random-rate" companies may be treated the same as single-rate companies by deriving a single, weighted-average rate from the existing rates now being paid for the job.

(2) The spread between the minimum and maximum rates for each job classification shall, wherever possible, be in accordance with the standards prevailing in the industry and area.

b. New establishments or new departments in existing establishments

(1) Except in rare and unusual cases where the critical needs of war production require, or except as may be necessary, in the case of new departments, to maintain internal balance of the rate structure, the minimum rate for each job classification shall be fixed as follows:

(a) If the minimum rate of the wage bracket for a given job classification is based on single rates, an applicant may be permitted to set the expected weighted average (usually the mid-point) of his new rate range for the job at a point not in excess of the bracket minimum.

(b) If the minimum rate of the wage bracket for a given job classification is based on the minimum rates established for such classification in the schedules of rate-range companies, an applicant may be permitted to set the minimum rate of his new rate range for the job at such bracket minimum.

(2) The spread between the minimum and maximum rates for each job classification shall, wherever possible, be in accordance with the standards prevailing in the industry and area.

2. Single rates (where single rates are desired for making promotions or reclassifications or for making individual rate adjustments under apprentice or trainee plans)

a. Existing establishments

(1) A reclassification of single rates for existing establishments may, if designed to bring about a more harmonious and appropriate relationship of rates within an establishment, be approved where it will not appreciably affect the level of production costs or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.

b. New establishments or new departments in existing establishments

(1) Except in rare and unusual cases where the critical needs of war production require or except as may be necessary, in the case of new departments, to maintain internal balance of the rate structure, the rate for each job classification

shall be fixed as follows:

(a) If the bracket minimum for a given job classification is based on single rates, an applicant may set his new single rate for the job at such bracket minimum.

(b) If the bracket minimum for a given job classification is based on the minimum rates established for such classification in the schedules of rate-range companies, an applicant may be permitted to set his new single rate for the job above the bracket minimum an amount roughly equal to the difference between the average minimum rate and the average middle rate of the rate ranges paid by the rate-range companies.

VI. The Processing of Other Kinds of Cases

A. Hours of work cases, vacation plans, night shift bonuses, absentee, etc.

Within the meaning of the cost and price provisions of Executive Order 9328 and of the Directive of May 12, the following types of cases may be dealt with in the sound discretion of the Regional Board. First, applications by employers not under the Fair Labor Standards Act to pay time and one-half for hours over 40, or to change from a fluctuating to a fixed workweek for the purpose of computing overtime as currently permitted to employers who are under said Act. Second, adjustments incident to the improvement of working conditions which do not involve increasing basic wage-rates, and which do not exceed the sound prevailing practice in the industry or area. (This last category has reference to the so-called "fringe" cases described in the Gill Committee Report, but the Board does not wish either to attempt to enumerate these cases or to belittle their importance by attaching to them the adjective "fringe.")

B. Incentive wage plans

No specific instructions regarding incentive plans can yet be given pending further experience with varying types of cases, but the principle must be observed that the working out of such plans is a matter particularly suited to collective bargaining and that where a collective bargaining agency exists all rules designed to preserve collective bargaining should be applied to such cases. It goes without saying that in making intra-plant and other adjustments, collective bargaining procedures established by agreement should be followed.

Each Regional Office should send in to the Wage Stabilization Division in Washington examples of types of incentive wage plans for analysis and report to the National Board and for National Board action.

FOR THE PRESS IMMEDIATE RELEASE May 12, 1943

James F. Byrnes, Director of Economic Stabilization, today issued a policy directive clarifying and defining the basis for the War Labor Board in making wage adjustments under the President's "Hold the Line Order" (9328) of April 8.

Summarizing the directive, Justice Byrnes said that it --

(a) reaffirms the Little Steel formula;

(b) makes clear the authority of the Board to make wage adjustments under the authority contained in the Order provided such adjustments are within the existing price structure and within existing levels of production costs:

(c) makes clear that any wage adjustment which may furnish the basis either to increase price ceilings or increase production costs cannot become effective until approved by the Director.

The directive was formulated and issued after a series of conferences between members of the War Labor Board and Director Byrnes as to the interpretation of the President's Order and the policies to be pursued in applying it.

Immediately after the President's Order was issued, Director Byrnes invited the Board to lay before him, as soon as they had sufficient experience under the new Order, any situations which might necessitate clarification through policy directives.

The Members of the Board discussed with the Director the going wage data which the Board for some time had been engaged in gathering which in the opinion of the Board would furnish a definite and objective guide in keeping wage rate adjustments from exceeding the going rates now prevailing for recognized categories of employment in the various labor markets.

In issuing the general policy directive, Director Byrnes states:

The directive which I have issued today is intended to clear up certain questions which have arisen with respect to the interpretation of Executive Order No. 9328 and the authority of the National War Labor Board thereunder.

1. The directive makes clear that alleged maladjustments between the cost of living and existing wage schedules will be considered by the Board only to the extent necessary to eliminate substandard conditions of living or to determine wage adjustments within the 15 percent limit of the Little Steel formula.

2. The directive makes clear the ancillary authority of the Board to make wage adjustments to keep the minimum differentials between immediately interrelated job classifications necessary to maintain productive efficiency.

This authority is needed to enable the Board to avoid intra-plant inequities which would otherwise be created by wage adjustments ordered by the Board to eliminate substandard conditions of living or to satisfy the Little Steel formula.

Similar adjustments for immediately interrelated salary job classification may be necessitated, and are authorized, when a longer work week is adopted which creates a maladjustment between the pay of workers on an hourly basis and those on a salary basis.

Adjustments of this character, however, are to be so staggered as to avoid the need for adjustment in higher wage or salary brackets.

3. The directive also makes clear the authority of the Board to make wage adjustments within the existing price structure and within existing levels of production for the purpose of stabilizing wage schedule for recognized categories of employments in various labor markets. It does not permit adjustments to correct "inequalities" which were permitted by the Executive Order of October 3, 1942. It does, however, permit the Board to make adjustments in accordance with the language of the Act of Congress of October 2, 1942, "to aid in the prosecution of the war or correct gross inequities", provided such adjustments do not increase prices or increase production costs.

Such adjustments, except where necessary to eliminate substandard conditions of living or to give effect to the Little Steel formula, are not to bring the wages of the worker affected above the minimum of the going rates for comparable work in comparable plants or establishments in the same labor market.

In rare and unusual cases where critical war production cannot otherwise be obtained, the minimum of the preexisting going rates may be stepped up to the next lowest of the going rates for other most nearly comparable work in the same labor market. A good example of such a case is the situation found in the canning and first processing of perishable foods and feeds industries in a number of localities where the necessary seasonal labor to process this year's crops cannot be recruited on the basis of last year's obsolete wage schedules. On May 10th a special directive was issued to deal with this situation.

Apart from the rare and exceptional case, adjustments to the minimum of the applicable going rates are to be made, not to increase existing wage schedules, but only to bring obvious and sporadic stragglers into line.

4. The directive again makes clear that any wage adjustments which may furnish the basis either to increase price ceilings or to resist otherwise justifiable reductions in price ceilings, or if no price ceilings are involved which may increase the production costs above the level prevailing in comparable plants or establishments, cannot become effective until approved by the Economic Stabilization Director.

The text of the directive follows:

Executive Order No. 9328, dated April 8, 1943, is hereby supplemented under Section 5 as follows:

1. In order to provide clear-cut guides and definite limits as a basis for correcting substandards of living, and as a basis for permitting the Board to make within the existing price structure and within existing levels of production costs, minimum and non-inflationary adjustments which are deemed necessary to "aid in the effective prosecution of the war or to correct gross inequities" within the meaning of Section 1 of the Act of October 2, 1942, the Board is authorized to establish as rapidly as possible, by occupational groups and labor market areas, the wage-rate brackets embracing all those various rates found to be sound and texted going rates. All the rates within these brackets are to be regarded as stabilized rates, not subject to change save as permitted by the Little Steel formula. Except in rare and unusual cases in which the critical needs of war production require the setting of a wage at some point above the minimum of the going wage bracket, the minimum of the going rates within the brackets will be the point beyond which the adjustments mentioned above may not be made. The careful application of those wage-rate brackets to concrete cases within the informed judgment of the War Labor Board will strengthen and reinforce the stabilization line to be held. Maladjustments between wages and the cost of living will be considered by the Board only for the purpose of correcting substandard conditions of living, or determining adjustments within the 15 percent limit of the Little Steel formula. In connection with the approval of wage adjustments necessary to eliminate substandards of living or to give effect to the Little Steel formula or in connection with the adoption of a longer work week, the Board may approve wage or salary adjustments for workers in immediately interrelated job classifications to the extent required to keep the minimum differentials between immediately interrelated job classifications necessary for the maintenance of productive efficiency.

2. All wage adjustments made by the Board which may furnish the basis either to increase price ceilings or to resist otherwise justifiable reductions in price ceilings, or if no price ceilings are involved which may increase the production costs above the level prevailing in comparable plants or establishments, shall become effective only if also approved by the Economic Stabilization Director. The Board shall cooperate with the Office of Price Administration or such other agency as the Economic Stabilization Director may designate with a view to supplying the Economic Stabilization Director with the data necessary to judge the effect of any proposed wage adjustment on price ceilings and the levels of production costs.

POLICY DIRECTIVE REGARDING ADJUSTMENTS IN WAGE RATES PAID BY CANNERS AND OTHER PROCESSORS OF SEASONAL AND PERISHABLE FOOD AND FEED PRODUCTS.

Pursuant to Section 5 of Executive Order No. 9328, it is hereby directed:

I. To correct substandards of living of employees engaged in the packing or processing of seasonal and perishable food and feed products and to aid in the effective prosecution of the war, adjustments in wage rates for hourly paid common labor may be approved provided that such adjusted rates do not exceed the rates paid common labor on farms in the vicinity plus the differential (but not more than 8 cents an hour) which existed during the 1940 or 1941 processing season between farm and food processing common labor rates and provided further that rates so established are not higher than the minimum going rates for common labor in the particular labor market area.

II. Adjustments in wage rates for employees paid on a piece-rate system or for employees other than common labor may be approved provided that the rates so established shall not be more than the common labor rates established under Paragraph I above plus differentials not exceeding the minimum differentials which existed during the 1940 and 1941 processing season between these different occupational groups, and shall not exceed the minimum of the going rates for these same occupational groups in the particular labor market area.

III. If the employers involved or OPA certify that the proposed adjustments will not furnish a basis to increase prices or to resist otherwise justifiable reductions in price; the adjustments shall become immediately effective as approved by the Board, otherwise the adjustments shall be subject to the approval of the Economic Stabilization Director.

(Signed) JAMES F. BYRNES

Director.

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OES-15

FOR THE PRESS IMMEDIATE RELEASE MAY 11, 1943

Director of Economic Stabilization James F. Byrnes today issued a policy directive carrying out the recommendation of the War Labor Board for an adjustment of wages paid by canners and other processors of seasonal and perishable food and feed products.

The directive does not represent a departure from the "hold-the-line" order of April 8. It is issued under Section 5 of that order (#9328).

The directive was issued to prevent loss of perishable foodstuffs which might have occurred if the food processing industries were unable to secure adequate supply of seasonal labor during the coming summer and fall.

The adjustments which the directive permits are limited to the correction of substandard wage conditions, the maintenance of intra-plant differentials adequate to maintain production and efficiency, and the restoration of the customary relationship between wages in the food processing industries and wages paid to labor engaged in agriculture.

The last category of adjustments is necessary because agricultural wages are uncontrolled. Canneries and other food processing plants customarily draw their seasonal labor from the same sources of supply as do the farmers. It was, therefore, necessary to permit processing wages to rise to a point where the ordinary relationship with agricultural wage rates had been restored. Otherwise, it would not be possible to recruit an adequate supply of seasonal labor, and valuable perishable foodstuffs would be lost.

It is also provided that none of the adjustments approved shall exceed the minimum going rates for unskilled labor prevailing in the particular area affected. This insures that wages in the food processing industries will not be allowed to rise to a point where they are out of line with other wages paid for comparable work in the same area.

It is also provided in the directive that wage adjsutments which will cause a price increase or be used to resist a justifiable price decrease shall not be permitted to become effective without the approval of the Economic Stabilization Director. This assures that any wage adjustments which are permitted to become effective will harmonize with the "hold-the-line" program and will not be allowed to increase the cost of living.

Text of the directive follows:

FOR THE PRESS

IMMEDIATE RELEASE

April 8, 1943

2579

EXECUTIVE ORDER
9328

By virtue of the authority vested in me by the Constitution and the statutes, and particularly by the First War Powers Act, 1941, and the Act of October 2, 1942, entitled "An Act to Amend the Emergency Price Control Act of 1942, to Aid in Preventing Inflation, and for Other Purposes," as President of the United States and Commander in Chief of the Army and Navy, and in order to safeguard the stabilization of prices, wages and salaries, affecting the cost of living on the basis of levels existing on September 15, 1942, as authorized and directed by said Act of Congress of October 2, 1942, and Executive Order No. 9250 of October 3, 1942, and to prevent increases in wages, salaries, prices and profits, which, however justifiable if viewed apart from their effect upon the economy, tend to undermine the basis of stabilization, and to provide such regulations with respect to the control of price, wage and salary increases as are necessary to maintain stabilization, it is hereby ordered as follows:

1. In the case of agricultural commodities the Price Administrator and the Administrator of Food Production and Distribution (hereinafter referred to as the Food Administrator) are directed, and in the case of other commodities the Price Administrator is directed to take immediate steps to place ceiling prices on all commodities affecting the cost of living. Each of them is directed to authorize no further increases in ceiling prices except to the minimum extent required by law. Each of them is further directed immediately to use all discretionary powers vested in them by law to prevent further price increases direct or indirect, to prevent profiteering and to reduce prices which are excessively high, unfair or inequitable. Nothing herein, however, shall be construed to prevent the Food Administrator and the Price Administrator, subject to the general policy directives of the Economic Stabilization Director, from making such readjustments in price relationships appropriate for various commodities, or classes, qualities or grades thereof or for seasonal variations or for various marketing areas, or from authorizing such support prices, subsidies or other inducements as may be authorized by law and deemed necessary to maintain or increase production, provided that such action does not increase the cost of living. The Power, functions and duties conferred on the Secretary of Agriculture under section 3 of the Emergency Price Control Act of 1942 (Public Law 421, 77th Cong.) and under section 3 of the Act of October 2, 1942 (Public Law 729, 77th Cong.) are hereby transferred to, and shall be exercised by the Food Administrator.

2. The National War Labor Board, the Commissioner of Internal Revenue and other agencies exercising authority conferred by Executive Order No. 9250 or Executive Order 9299 and the regulations issued pursuant thereto over wage or salary increases are

directed to authorize no further increase in wages or salaries except such as are clearly necessary to correct substandards of living, provided that nothing herein shall be construed to prevent such agencies from making such wage or salary readjustments as may be deemed appropriate and may not have heretofore been made to compensate, in accordance with the Little Steel Formula as heretofore defined by the National War Labor Board, for the rise in the cost of living between January 1, 1941 and May 1, 1942. Nor shall anything herein be construed to prevent such agencies, subject to the general policies and directives of the Economic Stabilization Director, from authorizing reasonable adjustments of wages and salaries in case of promotions, reclassifications, merit increases, incentive wages or the like, provided that such adjustments do not increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.

3. The Chairman of the War Manpower Commission is authorized to forbid the employment by any employer of any new employee or the acceptance of employment by a new employee except as authorized in accordance with regulations which may be issued by the Chairman of the War Manpower Commission, with the approval of the Economic Stabilization Director, for the purpose of preventing such employment at a wage or salary higher than that received by such new employee in his last employment unless the change of employment would aid in the effective prosecution of the war.

4. The attention of all agencies of the Federal Government, and of all State and municipal authorities, concerned with the rates of common carriers or other public utilities, is directed to the stabilization program of which this order is a part so that rate increases will be disapproved and rate reductions effected, consistently with the Act of October 2, 1942, and other applicable federal, state or municipal law, in order to keep down the cost of living and effectuate the purposes of the stabilization program.

5. To provide for the consistent administration of the order and Executive Order No. 9250, and other orders and regulations of similar import and for the effectuation of the purposes of the Act of October 2, 1942, the Economic Stabilization Director is authorized to exercise all powers and duties conferred upon the President by that Act, and the Economic Stabilization Director is authorized and directed to take such action and to issue such directives under the authority of that Act as he deems necessary to stabilize the national economy, to maintain and increase production and to aid in the effective prosecution of the war. Except insofar as they are inconsistent with this order or except insofar as the Director shall otherwise direct, powers and duties conferred upon the President by the said Act and heretofore devolved upon agencies or persons other than the Director shall continue to be exercised and performed by such agencies and persons.

6. Except insofar as they are inconsistent with this order, Executive Order 9250 and the regulations issued pursuant thereto shall remain in full force and effect.

FRANKLIN D. ROOSEVELT

THE WHITE HOUSE,

April 8, 1943.

Women's Bureau
U. S. Department of Labor
Washington

Nat'l War Labor Board

Executive Order Stabilizing Living Cost
by Wage and Price Control

Title II.
Wage and Salary Stabilization Policy

1. 1. No increases in wage rates, granted as a result of voluntary agreement, collective bargaining, conciliation, arbitration, or otherwise, and no decreases in wage rates, shall be authorized unless notice of such increases or decreases shall have been filed with the National War Labor Board and unless the National War Labor Board has approved such increases or decreases.

2. The National War Labor Board shall not approve any increase in the wage rates prevailing on September 15, 1942, unless such increase is necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war.

Provided, however, that where the National War Labor Board or the Price Administrator shall have reason to believe that a proposed wage increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board, shall become effective only if also approved by the Director.

3. The National War Labor Board shall not approve a decrease in the wages for any particular work below the highest wages paid therefor between January 1, 1942, and September 15, 1942, unless to correct gross inequities and to aid in the effective prosecution of the war.

4. The National War Labor Board shall, by general regulation, make such exemptions from the provisions of this title in the case of small total wage increases or decreases as it deems necessary for the effective administration of this order.

ADVANCE RELEASE

OFFICE OF WAR INFORMATION
NATIONAL WAR LABOR BOARD

ADVANCE RELEASE

B 555

For Release in A.M. papers
of Friday, April 9, 1943

The National War Labor Board today directed four Suffolk County, Virginia peanut factories to establish a base rate of 40¢ an hour for women workers and 50¢ an hour for men workers. The number of workers in these plants vary from season to season from 600 to 1,000.

The Board's decision was based in part on the recommendation of a referee, who conducted hearings between the four companies--the American Peanut Corporation, Lummis & Company, Pond Btothers Peanut Company and the Suffolk Peanut Company--and the United Cannery, Agricultural Packing and Allied Workers of America, CIO, Local 26.

The Board also directed the companies and the union to include in their contract a clause providing for overtime pay at the rate of time and a half after eight hours in one day and after 40 hours in one week. The clause also provides that a worker is not to have his time reduced on any day because of the fact that he has worked more than 8 hours on any previous day in the week.

A proposal by the referee that the Board make recommendations to the Wage and Hour Division of the Department of Labor on the question of wages in the peanut milling industry was rejected.

The approved increases are retroactive to June 1, 1942 in the case of women and to November 1, 1942 for men. Industry members dissented on this issue.

The Board granted the longer period of retroactivity to the women to compensate them for the fact that the men in the plant had received increases during that period which the women did not receive.

The Board directed that in the case of both men and women, differentials for skill, length of service or special efficiency which existed on May 1, 1942 are to be maintained.

These four companies are leaders in the peanut milling industry and mill approximately 25% of the crop in the Virginia-Carolina area. The majority of workers are unskilled women, employed chiefly in removing defective nuts and foreign matter from the crop. Men are engaged in machine shelling or heavy labor.

All increases granted by the companies since January, 1941 covered male employees only. In September, 1942 the range of rates for men was from 43.9¢ to 45.4¢. Women workers earned only the 30¢ minimum established by the Fair Labor Standards Act.

NATIONAL WAR LABOR BOARD

April 8, 1943

In the Matter of: :

Four Peanut Companies of Suffolk, Va. :

AMERICAN PEANUT CORP., LUMMIS & CO., :
POND BROS. PEANUT CO., INC., SUFFOLK
PEANUT COMPANY : Case No. 500

and :

UNITED CANNERY, AGRICULTURAL, PACKING :
AND ALLIED WORKERS OF AMERICA,
LOCAL 26, CIO :

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Orders No. 9017 of January 12, 1942, and No. 9250 of October 3, 1942, the National War Labor Board hereby directs that:

1. A base rate shall be established of 40¢ per hour for women and 50¢ per hour for men. In either case, differentials for skill, length of service or special efficiency which existed on May 1, 1942, shall be maintained.

2. These increases shall be made retroactive for women to June 1, 1942, and for men to November 1, 1942.

3. The parties shall incorporate in their contract the following clause:

"Overtime at the rate of time and a half shall be paid after eight (8) hours worked in one day and after forty (40) hours worked in one week. A worker shall not have his time reduced on any day because of the fact that he has worked more than 8 hours on any previous day in the week."

4. The request that the Board make recommendations to the Wages and Hours Division of the Department of Labor on the question of wages in the peanut milling industry is hereby denied.

5. The Board recommends that the parties negotiate on any other issues still in dispute.

s/ William H. Davis

s/ George W. Taylor

s/ Wayne L. Morse

s/ Robert J. Watt

s/ Martin Durkin

s/ Delmond Garst

Concurring except on retroactive dates:

s/ Roger D. Lapham
s/ Reuben B. Robertson

s/ George K. Batt

(SEAL)

U. S. Department of Labor
BUREAU OF LABOR STATISTICS
Division of Wage Analysis
Washington March 10, 1943

Occupational Pattern No. 121
Industry - Meat Packing
Standard Industrial Classification Code Nos. 2011 and 2013
Social Security Industrial Classification Code Nos. 2011 and 2013

1.	Maintenance	Carpenters, Class A and B Electricians, Class A and B Machinists, Class A and B Pipefitters
2.	Supervision	Working foremen, processing departments
3.	Processing	
	(a) Craftsmen	
	(b) Operatives	Boners--beef cutting Butchers, general--cattle killing Floorsmen--cattle killing Graders--cured meat department Ham trimmers--pork cutting Knockers--cattle killing Linkers, twisters, and tiers--sausage department Packers--sausage department Sausage makers, general--sausage department Shacklers--hog killing Smokers--cured meat department Splitters--hog killing Stuffers--sausage department Trimmers of trimmings--pork cutting
4.	Inspection and Testing	Most important inspection done by Federal Government--not to be covered
5.	Recording and Control	
6.	Material Movement	Truck drivers I Truckers, hand
7.	Custodial	Janitors Watchmen

See also Pattern No. 201 (Office Occupations)

U. S. Department of Labor
BUREAU OF LABOR STATISTICS
Division of Wage Analysis
Washington

March 10, 1943

PROCESSING AND INSPECTION OCCUPATIONS FOR OCCUPATIONAL PATTERN NO. 121,
MEAT PACKING INDUSTRY - 1

Processing - Operatives

BONER, BEEF CUTTING

Uses knife to take bones from various cuts of meat. May bone all cuts or only specific cuts.

BUTCHER, GENERAL--CATTLE KILLING

In small establishments do all the operations necessary in slaughtering cattle. Include in this classification workers who perform all skinning and other killing department operations. These workers may also do the most cutting.

FLOORSMAN, CATTLE KILLING

Skins hide from beef carcasses from middle of belly half way up the sides; cuts hide in straight line from brisket (breastbone) to bung (anus); pulls and cuts hide to separate it from connective tissue until hide has been stripped from belly about half way up beef sides. May skin hide from hind legs. This occupation requires speed, care, accuracy, and long experience.

GRADER, CURED MEAT DEPARTMENT

Receive the cuts of meat as they come into the cured meat department and grade or sort them according to size and quality; weighs cuts selected for curing; returns bruised or imperfectly trimmed cuts to trimmers.

HAM TRIMMER, PORK CUTTING

Trims hams as required according to the methods of cutting, cutting off excess fat around the edges, face, and butt of the ham, which gives it a smooth, well-rounded appearance.

KNOCKER, CATTLE KILLING

Walks on boards at the top and over the edge of the knocking pen or on a shelf-like platform about two feet from the top and on the opposite side of the knocking pen from the killing beds; strikes the cattle on the forehead with a hammer which weighs about four pounds; pulls rope or chain clutch on hoist to raise side of pen and tilt pen floor, dumping stunned cattle to the killing floor; an assistant may pull the rope.

March 10, 1943

PROCESSING AND INSPECTION OCCUPATIONS FOR OCCUPATIONAL PATTERN NO. 121,
MEAT PACKING INDUSTRY - 2

LINKER, TWISTER, TIER, AND HANGER

Take the filled casing or sausage from the table, tie the open end of the casing with a cord and twist or turn it, thereby making links; hand sausage on truck or trees.

PACKER, SAUSAGE

Set up paper boxes or cartons to be used in packing sausage, wrap sausage in paper, pack sausage in carton, close and tie packages, weigh package, attach labels and tags to packages.

SAUSAGE MAKER, GENERAL

Weighs out various meats, spices, and other ingredients according to formula (spices and other ingredients may be added during chopping), uses grinder, chopper, and mixer, in cutting the meat to size and mixing it. May cook meat used in sausage.

SHACKLER, HOG KILLING

Attach chain shackle to hind leg of animal to be slaughtered; use hoist to lift schackled animal to overhead monorail conveyor or lift animal by hand.

SMOKER, CURED MEAT DEPARTMENT

Kindles and tends fire of charcoal briquets or logs; after fire is burning briskly, shovels sawdust over it to create a dense smoke; pushes trees (racks) of meat into smoke room; periodically tests condition of meat, regulating heat and smoke accordingly. May fill in date and time on smoke record cards. May weigh each piece of meat before and after smoking. May cook sausage after smoking, in cooking tanks.

SPLITTER, HOG KILLING

Separate the hog into halves by cutting through the center of the backbone from tail to and through the neck bones. In some establishments the splitting is done by cutting the ribs loose from the backbone on both sides, thereby taking the backbone out whole. This work is done with a heavy, sharp cleaver.

STUFFER, SAUSAGE DEPARTMENT

Operate compressed-air stuffing machines. The stuffer fills the machine with meat, attaches the open end of the casing to a tube on the machine, turns on power by turning a small crank, turns off power when the casing is full, and drops the filled casing on a table at which linkers, tiers and hangers work.

March 10, 1943

PROCESSING AND INSPECTION OCCUPATIONS FOR OCCUPATIONAL PATTERN NO. 121,
MEAT PACKING INDUSTRY - 3

TRIMMER (OF TRIMMINGS)

In beef cutting, separate the lean meat from the fat in the trimmings left over from the various cuts of meat. In pork cutting, trim the ham shoulder, belly, and all other fresh-pork trimmings; that is, separate the lean from the fat and remove the hog skins or rinds from the trimmings. Females are normally employed in this occupation.

Inspection and Testing

Most important inspection done by Federal Government--not to be covered.

OFFICE OF WAR INFORMATION
NATIONAL WAR LABOR BOARD

For release in A. M. papers
Tuesday December 8, 1942 B-340

The National War Labor Board today delegated to the Navy Department and to the Office of Price Administration the authority to make wage and salary adjustments for certain groups of their employes.

In General Order No. 13, the WLB authorized the Navy to rule upon all applications for wage adjustments, coming within the jurisdiction of the Board, for per diem civilian employes of the Navy within continental United States and Alaska. The order covers approximately 480,000 employes who are employed directly by the Navy Department but excludes workers in government-owned, privately-operated facilities of the Navy.

The WLB also authorized the OPA to establish area pay scales for local OPA board clerks, in General Order No. 17.

The order on the Navy civilian salaries delegates to the Secretary of the Navy, to be exercised in his behalf by the office of the Office of the Assistant Secretary of the Navy, power to rule upon all applications for wage adjustments for the group covered.

The order provides that the Navy comply with Executive Order No. 9250, setting up the economic stabilization program, adjustments. The Navy may refer any case directly to the WLB, if it wishes, and it is to send to the Board copies of its rulings. The Navy rulings are to be final subject to the WLB's ultimate power to review.

The Office of Price Administration is empowered, in establishing area pay scales for its local board clerks, to apply in each area the appropriate area pay scale contained in instructions is its Field Administrative Letter No. 7, Revised, Supplement No. 1. The rates are to be approved by the WLB regional director in the area involved in the event he finds them consistent with the OPA schedule and with orders of the WLB. The WLB retains final authority for review.

The Board's orders follow:

GENERAL ORDER NO. 17
(Adopted November 27, 1942)

Authorization to the Office of Price Administration to Establish Area Pay Scales for Local Board Clerks.

1. The National War Labor Board authorizes the Office of Price Administration in establishing area pay scales for its local board clerks to apply in each area the appropriate area pay scale set forth in the instructions contained in its Field Administrative Letter No. 7, Revised, Supplement Number 1; provided, however, that before any such pay scale is made effective it must be certified by the Regional Director of the National War Labor Board that the pay scale appropriate to the area has been properly chosen in accordance with the provisions of said instructions.

2. Upon approval by the Regional Director the new rates shall apply to all new appointments, promotions, demotions, transfers, and replacements, but they shall not be applied to reduce the rates of pay of present employees in their present positions.

3. The Office of Price Administration shall file with the Board's appropriate Regional Office copies of any proposed changes in area pay scales, and shall supply any other information or reports the Board may require.

4. The Regional Director is hereby authorized to approve such proposed changes in area pay scales, when so filed, unless he finds them inconsistent with Executive Order 9250, and the policies and orders of the National War Labor Board. His action on such proposed changes shall be subject to the review provided in the Board's "Procedure in Cases of Voluntary Applications for Wage Adjustments by Private Employers."

OFFICE OF WAR INFORMATION
NATIONAL WAR LABOR BOARD

For immediate release
November 25, 1942 B 320

The National War Labor Board today made public several orders designed to speed the administration of that part of the wage and salary stabilization program over which it has jurisdiction, and to clarify certain questions which have arisen concerning the interpretation of some of its previous orders.

Briefly the orders are as follows:

GENERAL ORDER NO. 15 — Empowers impartial chairmen, umpires, or arbitrators to fix rates for new jobs without prior Board approval, if they have that duty under a bona fide collective bargaining agreement. The new rates should not result in any substantial increase in costs and cannot furnish a basis for increasing price ceilings. They should be in balance with the established rates for other jobs covered by the agreement and be consistent with the Board's wage stabilization policy. Bi-weekly reports must be made to the Board on the new rates. The Board may review these rates, but any changes ordered will not be made retroactive.

GENERAL ORDER NO. 16 — Allows employers to make wages or salary adjustments to equalize the wages of women with those of men for comparable quality and quantity of work without prior Board approval. Such adjustments must be reported to the Board and shall not furnish the basis to increase price ceilings.

GENERAL ORDER NO. 4-B — Further defines General Order No. 4, which exempts employers of not more than 8 individuals by stating that:

1. The time to determine the total number of employees is when the employer puts the adjustment into effect or agrees to it.

2. No employer can make adjustments under this exemption for more than a total of 8 individuals in the year following October 3, 1942, in the case of wages, or October 27, 1942, in the case of salaries.

INTERPRETATION NO. 1 to GENERAL ORDER NO. 6— Grants authority to the Wage and Hour Division local offices to make final rulings, except in unusual cases, on the question of whether the rate for a new job classification in existing plants is fixed "at a level not exceeding that which prevails for similar classifications within the area," and, therefore, does not need approval by the War Labor Board.

"The object of Paragraph B of General Order No. 6," the interpretation states, "was to prevent an employer, upon opening a new plant or creating new job classifications in his existing plant, from paying rates which would unstabilize the rate structure in the area affected by the action. In interpreting General Order No. 6 this object should be kept in mind and the order should be given a practical and common-sense reading.

"Major consideration to be borne in mind in making rulings in these cases are that the rates for the new jobs should bear a direct relation to and be in balance with the existing rate structure in the plant. If comparison with other rates in the plant is not appropriate, then the new rates should bear the same relation to rates for similiar classifications in the area as the existing rates in the plant bear to comparable rates in the area."

Exceptional cases of new job classifications set up in existing plants should be referred by the Wage-Hour office to the War Labor Board Regional Director. This process should also be followed in the case of the fixing of rates for a new plant.

GENERAL ORDER NO. 15
(Adopted November 24, 1942)

Where under the provisions of a bona fide collective agreement there has been established an impartial chairman, umpire or arbitrator whose duties include the fixing of rates for new jobs, his decisions so rendered need not be submitted for approval to the National War Labor Board, provided that:

(1) The rate for each new job shall be fixed in an amount which is directly related to and in balance with the established rates of the other jobs covered by the agreement, and shall be consistent with the Board's Wage Stabilization Policy of November 6, 1942.

(2) A bi-weekly report of rates so fixed shall be transmitted to the Division of Review, Analysis and Research of the National War Labor Board together with sufficient information to establish the aforesaid relationship and balance.

(3) Such decisions shall be subject to the Board's ultimate power review but any modification or reversal thereof will not be retroactive.

(4) The establishment of such rates should not result in any substantial increase of the level of costs and shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in such price ceilings.

GENERAL ORDER NO. 16
(Adopted November 24, 1942)

Adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and adjustments in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that:

(1) Such adjustments are reported, when made, to the Division of Review, Analysis and Research of the National War Labor Board together with sufficient information to show that they are in accordance with the policy referred to above:

(2) Such adjustments shall be subject to the Board's ultimate power of review, but any modification or reversal thereof will not be retroactive:

(3) Such adjustments shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings.

GENERAL ORDER NO. 4-B
(Adopted November 24, 1942)

The time as of which to determine whether an employer employs "not more than eight individuals" within the meaning of General Order No. 4 is the time when the wage or salary adjustment is agreed to, or, if it is not made by agreement, the time when it is put into effect. But an employer who, during any given year following October 3, 1942 in the case of wages, or October 27, 1942 in the case of salaries, has made adjustments affecting in the aggregate eight employees, will not, if he wishes to make any further adjustments within said year, be exempt under General Order No. 4.

INTERPRETATION NO. 1 to GENERAL ORDER NO. 6
(Adopted November 24, 1942)

Question: Paragraph (b) of General Order No. 6 provides that unless a higher rate is approved by the Board, the rate for a new job classification shall be fixed "at a level not exceeding that which prevails for similar classifications within the area." What is the meaning of the quoted phrase? Specifically, must the rate on new jobs be fixed at not exceeding the average of the rates in the area for similar classifications, if the employer is to be free to proceed without the necessity of seeking approval by the Board of what otherwise would consitute a wage increase?

Answer: The object of Paragraph (b) of General Order No. 6 was to prevent an employer, upon opening a new plant or creating new job classifications in his existing plant, from paying rates which would unstabilize the rate structure in the area affected by his action. In interpreting General Order No. 6 this object should be kept in mind, and the Order should given a practical and common sense reading.

(1) The creation of a new job classification in an existing plant.

(a) Major considerations to be borne in mind in making rulings in these cases are that the rates for the new jobs should bear a direct relation to and be in balance with the existing rate structure in the plant. If comparison with other rates in the plant is not appropriate, then the new rates should bear the same relation to rates for similar classifications in the area as the existing rates in the plant bear to comparable rates in the area.

(b) In these cases of creating new job classifications in existing plants the local Wage and Hour offices, guided by the above considerations and with the approval of the appropriate Wage and Hour Regional Director, may make final rulings except in unusual circumstances, for example where it is proposed to set up in existing plant a new department of substantial size. In such exceptional cases, the application for a ruling should be transmitted by the local Wage and Hour office to the War Labor Board Regional Director and there be processed as set out below.

(2) The establishment of a new plant.

(a) Whether in a given case it would unstabilize wages in the area to permit a particular employer to fix the rates for a new plant at any level up to the maximum being paid in the area, or whether he should be permitted to pay only the average, or less than the average, will depend on his traditional wage history in relation to the wages of the industry generally, or of the area if he has theretofore operated in the area, the nature of the work in which he is engaged, the rates being paid for comparable work in comparable establishments, and other pertinent factors.

(b) Applications in these cases should be transmitted, without a ruling by the local Wage and Hour office but with such information as said office may deem helpful, to the War Labor Board Regional Director. In his discretion the Regional Director may rule on the case or refer it for a ruling to a tri-partite panel. If the new plant is of substantial size and will employ a large proportion of skilled labor, the Regional Director should refer the case to a panel.

(c) It will be proper and sometimes necessary for the Regional Director or the panel to hold hearings relative to the proper level at which the applicant's rates for the new plant should be fixed. To such a hearing should be invited interested representatives of industry and labor.

(3) In all cases the applicant should show the data on the basis of which the proposed rates were determined.

Question: Does the foregoing relate to salaries as well as wages?
Answer: Yes, under General Order No. 6-A.

OFFICEOF WAR INFORMATION
NATIONAL WAR LABOR BOARD

For immediate release B 322
November 25, 1942

The National War Labor Board today delegated to the Secretary of War the power to rule upon all wage and salary adjustments of the more than one million civilian employees in the United States and Alaska employed by the War Department, the Army Exchange Services, and government-owned, privately-operated facilities of the War Department. Wages and salaries fixed by statute are exempt.

General Order No. 14, issued by the Board today, sets forth the procedure to be followed by the Secretary of War in exercising this power through the Wage Administration Section of the Civilian Personnel Division, Headquarters, Services of Supply.

The General Order sets up a standing tripartite Appeals Committee consisting of two representatives to be appointed by the Wage Administration Section of the War Department, and two representatives each from industry and labor to be appointed by the War Labor Board. This appeals Committee will handle appeals from decisions of the Wage Administration Section in connection with adjustments for employees of government-owned, privately-operated facilities of the War Department. Any ruling by the Appeals Committee will be final subject to the Board's ultimate power of review and the right of any party, including the War Department, to petition the Board for leave to appeal to NLB within 10 days.

Both the Wage Administration Section and the Appeals Committee shall comply with the terms of Executive Order No. 9250 of October 3, and all General Orders and policies of the Board. The Wage Administration Section can refer directly to the Board, without making an initial ruling, any case which presents doubtful or disputed questions of sufficient seriousness and import to warrant direct action by the Board.

In the case of disputes between the private operators of government-owned facilities and their employees over questions other than wages and salaries the Board may in its discretion refer those matters to the Appeals Committee for such action as the Board may specify on a particular case.

General Order No. 14 is as follows:
Adopted November 24, 1942

Authorization to the War Department to Pass on Wage and Salary Adjustment for Designated and Civilian Employees

(A) The National War Labor Board hereby delegates to the Secretary of War, to be exercised on his behalf by the Wage Administration Section within the Civilian Personnel Division, Headquarters, Service of Supply (herein referred to as the "War Department Agency"), the power to rule upon all applications for wage and salary adjustments (insofar as approval thereof has been made a function of the National War Labor Board) covering civilian employees within the continental limits of the United States and Alaska, employed by

(1) the War Department
(2) the Army Exchange Service, and
(3) government-owned, privately-operated facilities of the War Department, all in accordance with the further provisions of the order.

(B) There shall be a standing tripartite Appeals Committee, to consist of two representatives to be appointed by the War Department Agency and two representatives each of industry and labor to be appointed by the National War Labor Board. The Committee may have such assistants as the Board may designate. The Board hereby delegates to the Appeals Committee the power to pass upon appeals from rulings by the War Department Agency under category A (3) above, and to perform such other duties as are hereinafter prescribed.

(C) In the performance of their respective duties the War Department Agency and the Appeals Committee shall comply with the terms of Executive Order No. 9250, dated October 3, 1942, and all general orders and policies of the National War Labor Board announced thereunder. The War Department Agency, without making an initial ruling thereon, may refer to the Board, through the Appeals Committee, for decision by the Board any case which in the opinion of the Agency presents doubtful or disputed questions of sufficient seriousness and import to warrant direct action by the Board.

(D) The War Department Agency and the Appeals Committee shall transmit to the Review and Analysis Division of the National War Board copies of their respective rulings and rules of procedure as they are issued, and such additional data and reports as said Division or the Board may from time to time deem necessary.

(E) Any ruling by the War Department Agency hereunder shall be final, subject:

(1) to the National War Labor Board's ultimate power to review rulings on its own initiative, and

(2) in cases under category A (3) above, to the right of any aggrieved party, within a period of ten days after the issuance of the ruling, to file an appeal with the Appeals Committee.

(F) Any ruling by the Appeals Committee hereunder shall be final, subject:

(1) to the National War Labor Board's ultimate power to review rulings on its own initiative, and

(2) to the right of any aggrieved party, including the War Department, within a period of ten days after the issuance of the ruling, to petition the National War Labor Board for leave to appeal to the Board. The burden shall be upon the petitioner in such cases to show why the Board should be called upon to act.

(G) Any ruling by the War Department Agency hereunder shall be deemed to be the act of the National War Labor Board unless and until reorder of reversal or modification shall allow the War Department Agency a period of two weeks after (1) the time for appeal from the order of the Appeals Committee has elapsed, or (2) if the case has been appealed to the Board, from the date of the Board's order, within which to comply with the order.

(H) The term "government-owned, privately-operated facilities of the War Department" shall include for the purposes of this order only those facilities (1) in which the War Department has contractual responsibility for the approval of any pay roll costs, and (2) which are designated in lists furnished from time to time to the Board by the War Department Agency. The Board may act at any time upon at least seven days notice to the War Department Agency, strike from the list any facility if the Board believes that the policies of Executive Order No. 9017 or Executive Order No. 9250 will be furthered by the Board's acting directly upon the wage and salary adjustments of such facility.

(I) Where disputes about wages or salaries arise between the private operators of said facilities and their employees, the disputes shall be referred to the War Department Agency. The agency's rulings in such cases shall be final, subject to the same rights of appeal and review as in cases of rulings by the Agency upon applications for voluntary wage or salary adjustments. The Agency's jurisdiction over disputes shall include only those concerning wages and salaries. The National War Labor Board may in its discretion refer other disputes to the Appeals Committee for such action as the Board may specify in the particular case.

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

For Sunday A.M.'s
November 22, 1942 B 310

The National War Labor Board today made public a list of 29 industries in which the ten Regional Directors of the Board will be authorized to act finally on requests for general wage increases to correct maladjustments by applying the Little Steel formula without Board review. These industries employ approximately 8 million workers or about one-quarter of the nearly 33 million workers in the United States not engaged in agricultural or governmental employment.

In these industries the Regional Directors of the Board will have authority to pass upon requests for general increases in straight time rates up to 15 percent above the levels prevailing on January 1, 1941.

Requests for general wage increases in industries other than those listed below will have to be referred to the Board in Washington for final action, after being analyzed by the Regional Directors. If in the judgment of the Regional Director the wage adjustment for the correction of a maladjustment in these industries would act to unstabilize wages, the case must be referred by him to a tripartite regional panel.

The main tests used by the Board in picking these industries were as follows:

1. Industries in which the Board has had experience in applying the Little Steel formula.

2. Industries essential to the war effort.

3. Industries in which the workers as a whole had received increases averaging 15 percent, or nearly 15 percent, in their straight time rates since January 1, 1941. Some of the plants in these industries would be entitled to increases to correct maladjustments, though the total amount of these increases and the total number of workers who would receive them would not be substantial.

The list of industries is as follows: abrasives; aircraft; automobiles; chemicals and allied products; cotton manufactures; dyeing and finishing textiles; footwear; iron and steel and their products; leather; logging; machinery; meat products; metal mining; nonferrous metals and their products; nonmetallic mining and quarrying; petroleum, coal and natural gas products; petroleum and natural gas production; planing mills; professional and scientific instruments, photographic apparatus and optical goods; railroad equipment; rayon manufactures; refractories products; rubber-products; sawmills; street and suburban railways and buses; surgical, medical and dental instruments, equipment, and supplies; tobacco products; woolen and worsted manufactures; work clothing.

This list, which was approved unanimously by the Board, may be enlarged or modified from time to time.

The section of the Board's wage stabilization policy pursuant to which the Board took this action is as follows:

"Maladjustments

"If a group of employees has received increases amounting to 15% in their average straight-time rates over the level prevailing on January 1, 1941, the Board will not grant further increases as a correction for maladjustments.

"Beginning about January 1, 1941 a race between wages and prices began. Between that date and May, 1942, when the President's seven point program to stabilize the cost of living was announced, the cost of living had risen 15% as measured by the general index of the Bureau of Labor Statistics.

"In the same period, very considerable but varying increases in wage rates were made. The irregularity of wage increases caused many maladjustments in the wage relationships between different plants and industries. A substantial majority of industrial workers had received more than 15% increase; some had received less.

"To correct these maladjustments, the Board will consider requests for general increases in straight-time rates up to 15% above the level prevailing on January 1, 1941. This policy sets a terminal point for general wage increases. It is not applicable to individual workers or to employees in particular job classifications. It will be applied only to groups composed of all the employees in a bargaining unit, in a plant, a company, or an industry, depending upon the circumstances of each case.

"Adjustment of wage rates to correct maladjustments may be made by regional directors; Provided, however, that their authority in this regard will be limited to cases arising in those industries which have been specifically designated by the Board, and if in the judgment of a regional director a wage adjustment for the correction of a maladjustment would act to unstabilize wages, the case shall be referred by him to a tri-partite regional panel.

"A list of designated industries will be issued shortly and may be enlarged or modified by the Board from time to time. Any proposed wage adjustments in industries not listed must be referred to the National War Labor Board at Washington for action."

ADVANCE RELEASE ADVANCE RELEASE

OFFICE OF WAR INFORMATION
National War Labor Board

For Sunday A.M.'s
November 22, 1942 B 309

Twelve outstanding representatives of the public, labor and industry were appointed today by the National War Labor Board from the states where its ten regional offices are located to assist the Board's regional directors in the administration of the wage stabilization program, the WLB announced today.

The Board also announced the appointment of its ten acting regional directors, who will head WLB offices in Boston, New York City, Philadelphia, Atlanta, Dallas, Kansas City, Cleveland, Chicago, Denver, and San Francisco.

In a letter expressing to each member of the Regional Advisory Board in each region the WLB's appreciation of their "acceptance of this important and onerous duty in the war emergency," William H. Davis, WLB Chairman said:

"The functions of your Board are to assist by your advice the Regional Director in the administration of the Regional Office of the National War Labor Board. You have been selected as representatives of the public, of labor and of industry because the War Labor Board is itself a tripartite body and it desires to carry fully into its Regional Offices the values of tripartite consultation. You have been selected from among residents of the region because of the Board's desire, in the decentralization of its work, to be fully informed about local problems and points of view and to make the fullest use of all available local facilities and personnel."

Six members--two representing the public, two representing employers, and one representing the A.F.L. and one the C.I.O.--will constitute a full Regional Advisory Board. Four members from each group were appointed so that the members could divide their periods of service and have two from each group available at all times. The chairman of the Regional Advisory Board will be a public member, serving by rotation, or as the members of the board may determine. The regional directors have been instructed to call a meeting of the advisory boards at the earliest possible time.

The names of the acting regional directors, the states included in their regions, and the members of their advisory councils follow:

REGION I

Maine, New Hampshire, Vermont, Massachusetts, Rhode Island & Connecticut.

Acting Regional Director: Saul Wallen, formerly Senior Mediation Officer for WLB, No. 10 P. O. Square, Room 726, Boston.

Regional Advisory Board:

Public Members:

E. White Bakke, Professor, Yale University, New Haven, Conn.
Judge Claude Branch, New Hampshire Supreme Court, Manchester, N. H.
Sumner H. Slichter, Professor, Harvard University, Cambridge, Mass.
Norman Ware, Professor, Wesleyan College, Middletown, Conn.

Industry Members:

Winthrop L. Carter, Pres., Nashua Gummed & Coated Paper Co., Nashua, N. H.
Edward J. Frost, Pres., Wm. Filene's & Sons, Inc., Boston.
Ira Mosher, Vice Pres. & Gen. Mgr., American Optical Co., Southbridge, Mass.
George Willard Smith, Pres., N. E. Mutual Life Ins. Co., Boston.

Labor Members:

J. William Balanger, Subregional Director, Textile Workers of America- CIO, Worcester, Mass.
Daniel J. Goggin, Pres., Boston Central Labor Union-AFL, Boston, Mass.
Richard Linsley, Int. Rep., United Electrical, Radio & Machine Workers of America-CIO, Boston, Mass.
John J. Murphy, Organizer, American Federation of Labor, Boston, Mass.

REGION II

New York and New Jersey

Acting Regional Director: Theodore W. Kheel, formerly Assistant Executive Secretary of WLB, Chanin Building, New York City.

Regional Advisory Board:

Public Members:

Paul F. Brissenden, Industrial Relations Division, Columbia University, New York City.
Arthur Meyer, Chairman of New York State Mediation Board, New York City.
Thomas L. Norton, Professor, University of Buffalo, Buffalo, New York.
William L. Nunn, Chairman of New Jersey Mediation Board, Newark, N.J.

Industry Members:

William Barrett, Vice Pres., Metropolitan Life Insurance Co., New York City.
John Dixon, Pres. Lima Locomotive Workers, New York City.
John O'Gara, Vice Pres. & Gen. Mgr., R. H. Macy & Co., New York City.
James B. Tanham, Vice Pres., The Texas Co., New York City

Labor Members:

William Collins, Organizer, American Federation of Labor, New York City.
John V. Cooney, Int. Treas., United Retail, Wholesale & Department Store Employees-CIO, New York City.
James C. Quinn, Sec.-Treas., N. Y. Central Labor Union-AFL, New York City.
Edward Stewart, Sec.-Treas. of District #4, United Electrical, Radio and Machine Workers of America-CIO, Newark, N. J.

REGION III

Pennsylvania, Virginia, Delaware and Maryland, and the District of Columbi

Acting Regional Director: Sylvester Garrett, formerly Principal Mediation Officer of the WLB, 573 Broad Street, Station Building, Philadelphia, Pa.

Regional Advisory Board:

Public Members:

Alexander H. Frey, Professor, University of Pennsylvania Law School, Philadelphia, Pa.

Robert Johnson, Pres., Temple University, Philadelphia, Pa.
Dr. Thomas E. Larkin, Umpire, Anthracite Conciliation Board, Hazelton, Pa.
J. J. Sherer, Jr., D. D., Pastor of First English Evangelic Lutheran Church, Richmond, Va.

Industry Members:

Harry C. Carr, Pres., First National Bank, Philadelphia, Pa.
W. Horace Holcomb, Asst. to Executive Vice Pres., Baldwin Locomotive Works, Philadelphia, Pa.
Philip C. Staples, Pres., Bell Telephone Co. of Pennsylvania, Philadelphia
John S. Zinnser, Pres., Sharpe and Dohme, Philadelphia.

Labor Members:

Frank Burch, Sec.-Treas., Philadelphia Central Labor Union-AFL, Philadelphia.
Thomas Gallagher, Industrial Union of Marine & Shipbuilding Workers of America-CIO, Camden, N. J.
John J. Lorden, Organizer, American Federation of Labor, Philadelphia.
James Thomas, District Director, United Steelworkers of America-CIO, Homestead, Pa.

REGION IV

Georgia, North Carolina, South Carolina, Florida, Tennessee, Alabama & Mississippi.

Acting Regional Director: M. T. Van Hecke, formerly Dean of Law School of University of North Carolina. 116 Candler Building, Atlanta, Ga.

Regional Advisory Board:

Public Members:

Ralph McGill, Editor, Atlanta Constitution, Atlanta, Ga.
Raymond R. Paty, Pres., University of Alabama, Tuscaloosa, Ala.
Edwin B. Shultz, Personnel Officer, Tennessee Valley Authority, Knoxville, Tenn.
Marion Smith, Attorney, Hurt Building, Atlanta, Ga.

Industry Members:

Preston Arkwright, Pres., Georgia Power, Atlanta, Ga.
T. M. Forbes, Exec. Sec., Cotton Mfgrs. Assn., Atlanta, Ga.
Harold McDermott, Vice Pres., Newcastle Coal Co., Birmingham, Ala.
Thomas Guy Woolfrod, Pres., Retail Credit Assn., Atlanta, Ga.

Labor Members:

R. H. Brazzell, State Director of Textile Workers of America-CIO, Atlanta, Ga.
George L. Googe, Organizer, American Federation of Labor, Atlanta, Ga.
Albert W. Gossett, Pres., Atlanta Federation of Trades-AFL, Atlanta, Ga.
Tom Starling, Regional Director, United Automobile Workers of America-CIO, Atlanta, Ga.

REGION V

Michigan, Ohio, West Virginia and Kentucky.

Acting Regional Director: Lewis Gill, formerly Assistant Executive Secretary of WLB, Room 888, Union Commerce Bldg., Cleveland, Ohio.

Regional Advisory Board:

Public Members:

Addison Bowers, Chairman of Department of Economics, Ohio State University, Columbus, Ohio.
Thomas J. Donahue, Chairman of Michigan State Labor Mediation Board, Detroit, Mich.
Dr. C. V. Thomas, Pres., Fenn College, Cleveland, Ohio
David A. Wolff, Attorney, Detroit, Mich.

Industry Members:

Timothy J. Conway, Exec. Vice Pres. & Treas., Fisher Bros, Co., Cleveland, Ohio.
T. G. Graham, Vice Pres., B. F. Goodrich Co., Akron, Ohio
S. W. Utley, Pres., Detroit Steel Castings Co., Detroit, Mich.
Charles M. White, Vice Pres. in Charge of Operations, Republic Steel Co., Cleveland, Ohio.

Labor Members:

N. H. Eagle, Natl. Rep., United Rubber Workers of America-CIO, Akron, Ohio.
Jesse Gallagher, Organizer, American Federation of Labor, Cleveland Ohio.
Thomas A. Lenahan, Sec.-Treas., Cleveland Federation of Labor-AFL Cleveland, Ohio.
Paul E. Miley, Regional Director, United Automobile Workers of America-CIO, Cleveland, Ohio.

REGION VI

Indiana, Illinois, Wisconsin, Minnesota, Iowa, North Dakota and South Dakota.

Acting Regional Director: Robert K. Burns, formerly Principal Mediation Officer of WLB, Room 3008 Civic Opera Building, Chicago.

Regional Advisory Board:

Public Members:

Dr. William F. Ogburn, Professor, University of Chicago, Chicago, Ill.
Joseph Tiffen, Industrial Psychology Department, University of Purdue, Lafayette, Ind.
Edwin Witte, Professor, University of Wisconsin, Madison, Wisconsin.
Dale Yoder, Professor, University of Minnesota, Minneapolis, Minn.

Industry Members:

W. N. Barker, Exec. Vice Pres., Pullman Standard Car Mfg. Co., Chicago.
Pirie-Carson, Director, Carson Pirie Scott & Co., Chicago.
Harvey G. Ellerd, Vice Pres., Armour & Co., Chicago.
Hopewell L. Rogers, Chairman of the Board, Beldon Mfg. Co., Chicago

Labor Members:

John Doherty, Intl. Rep., United Steelworkers of America-CIO, Chicago.
John Fitzpatrick, Pres., Chicago Federation of Labor-AFL, Chicago.
Sam Levin, Mgr., Chicago Joint Board, Amalgamated Clothing Workers-CIO Chicago
Harry E. O'Reilly, Organizer, American Federation of Labor, Chicago

REGION VII

Missouri, Arkansas, Nebraska and Kansas

Acting Regional Director: Thomas F. Neblett, Principal Mediation Officer of WLB, Room 300 Mutual Interstate Building, Kansas City, Mo.

Regional Advisory Board:

Public Members:

Father John C. Friedl, Professor of Philosophy and Director of Institute for Social Reconstruction, Rockhurst University, Kansas City, Missouri.
Charles M. Hay, Attorney, Mississippi Valley Trust Bldg., St. Louis, Mo.
Congressman John Houston, Wichita, Kansas.
William Stead, Dean of School of Business, Washington University, St. Louis, Missouri.

Industry Members:

I. Harry Darby, Pres., The Darby Corp., Kansas City, Kansas
M. G. Ensinger, Pres., Union Wire Rope Corp. Kansas City, Mo.
Porter G. Hall, Pres., Emery Bird Thayer Dry Goods Co., Kansas City, Mo.
Thomas J. Strickler, Vice Pres. & Gen. Mgr., Kansas City Gas Co., Kansas City, Mo.

Labor Members:

Walter Harris, Natl. Rep., United Shoe Workers of America-CIO, St. Louis, Mo.
R. E. James, Organizer, American Federation of Labor, Kansas City, Kansas.
A. J. Kojetinsky, Regional Director, Congress of Industrial Organizations, St. Louis, Mo.
Hugh S. O'Neill, Sec.-Treas., Kansas City Industrial Council-AFL, Kansas City, Mo.

REGION VIII

Texas, Louisiana, and Oklahoma

Acting Regional Director: Floyd McGowan, formerly Texas Attorney and Principal Trial Examiner for Bituminous Coal Commission, 716 Cotton Exchange Building, 608 North St. Paul Street, Dallas, Texas.

Regional Advisory Board:

Public Members:

Most Reverend Augustine Danglmayr, D. D., Bishop of Dallas, Dallas, Texas.
Lennart V. Larson, Dean of Law, Baylor University, Waco, Texas.
George W. Stocking, Professor, University of Texas, Austin, Texas.
Peter M. H. Wynhoven, Rt. Rev. Msgr., New Orleans, Louisiana.

Industry Members;

C. E. Carons, Mgr., Trinity Portland Cement Co., Dallas
David Harris, Treas., Humble Oil Co., Houston, Texas.
T. A. Lambert, Pres., San Antonio Drug Co., San Antonio, Texas.
W. B. Marsh, Pres., Harris Lipsitz Lumber Co., Dallas.

Labor Members;

Emmett C. Conarty, Intl. Sec.-Treas., Oil Workers Intl. Union-CIO, Fort Worth, Texas.
R. E. Curtis, Intl. Rep. United Automobile Workers of America-CIO, Dallas.
W. W. Finch, Organizer, American Federation of Labor, Austin, Texas.
R. B. James, Sec.-Treas., Dallas Central Labor Council-AFL, Dallas.

REGION IX

Colorado, New Mexico, Montana, Wyoming, Utah and Idaho

Acting Regional Director: Charles A. Graham, formerly Regional Director of National Labor Relations Board, 306 Midland Savings Bank Building, Denver, Colorado.

Regional Advisory Board:

Public Members:

Lewis Abbott, Professor, Colorado College, Colorado Springs, Colo.
S. Arthur Henry, Attorney, Denver.
Justice Benjamin C. Hilliard, Colorado Supreme Court, Denver.
Edward King, Dean of Law, University of Colorado, Boulder, Colo.

Industry Members:

Cecil Dougherty, Mgr. of Insurance Department, Great Western Sugar Co., Denver.
Ralph Hubbard, Director of Industrial Development Department, Public Service Company of Colorado, Denver.
James P. Logan, Mgr., Colorado Employers Council, Denver.
John Morey, Pres., John Morey Co., Denver, Colo.

Labor Members:

J. A. Brownlow, Sec.-Treas., Colorado State Federation of Labor-AFL, Denver.
Varrow Jones, District Director, United Steelworkers of America-CIO, Provo, Utah.
James J. Leary, Intl. Rep., International Union of Mine, Mill and Smelter Workers-CIO, Denver.
R. E. Sturdevant, Sec.-Treas., Denver Trades & Labor Assembly-AFL, Denver.

REGION X

California, Washington, Oregon, Nevada and Arizona

Acting Regional Director: Robert Littler, formerly San Francisco Attorney, 1355 Market St., San Francisco

Regional Advisory Board:

Public Members:

Paul Dodd, Professor, University of California at Los Angeles, Los Angeles, Calif.
Marion R. Kirkwood, Dean of Law, Stanford, University, Palo Alto, California
Arthur C. Miller, Regional Attorney, Federal Security Agency, San Francisco.
Judge M. C. Sloss, Attorney, San Francisco.

Industry Members:

George O. Bahrs, General Counsel, San Francisco Employers Council, San Francisco.
Keith Middleton, Vice Pres., Waterfront Employer Assn. of the Pacific Coast, Seattle, Wash.
Paul Shoup, Pres., Merchants & Manufacturers Assn., Los Angeles, Calif.
W. B. Tyler, Vice Pres., California & Hawaiian Sugar Co., San Francisco.

Labor Members:

E. E. Benedict, Intl. Sec., International Woodworkers of America-CIO, Portland, Oregon.
D. V. Flanagan, Organizer, American Federation of Labor, San Francisco.
Lew Michener, Regional Director, United Automobile Workers of America, CIO, Los Angeles, Calif.
John F. Shelley, President, San Francisco Labor Council-AFL, San Francisco.

OFFICE OF WAR INFORMATION
National War Labor Board

For immediate release
November 14, 1942 B 298

The Wage Adjustment Board of the Building Construction Industry, established by the Secretary of Labor May 29, 1942, will continue to recommend wage adjustments for construction operations, but such recommendations will now be passed upon by the National War Labor Board to determine whether they are consistent with the President's Stabilization Order, it was announced today in WLB General Order #13.

Seven days after the Wage Adjustment Board files the recommended wage adjustments with the War Labor Board they will become final orders of the WLB unless it is determined that they should be reviewed, or that they should be put into operation subject to review.

This order applies only to wage adjustments in contracts which were entered into prior to November 5, 1942, on which date the Office of Price Administration issued Maximum Price Regulation 251, relating to the price of building construction.

In contrast to the September 15 stabilization date established by the President's Executive Order for other wages, wage rates on certain Government construction jobs will continue to remain fixed as of July 1, 1942, with certain exceptions, the WLB stated. This continues the wage stabilization date provided for in an agreement of May 22, 1942, between the Building and Construction Trades Departments of the AFL and several Government agencies.

The text of General Order #13 follows:

NATIONAL WAR LABOR BOARD

GENERAL ORDER NO. 13 ON

WAGE STABILIZATION IN BUILDING

(A). As provided in Title III, Section 3, of Executive Order 9250 the Wage Adjustment Board of the Building Construction Industry established by the Secretary of Labor's Administrative Order No. 101 shall continue to perform the duty ascribed to it by that Order as amended by Supplement No. 1 and by the Wage Stabilization Agreement of May 22, 1942, between the Building and Construction Trades Department of the American Federation of Labor and several Government agencies. As provided in the agreement rates are to be revised above the July 1, 1942, levels only where those rates are inadequate because:

(1) they were fixed at a time so long before July 1, 1942, as to be out of line with the general wage then prevailing:

(2) they were applicable in a locality where changing conditions in the building construction industry require a revision of wage rates; or

(3) they do not sufficiently take into account any abnormal changes in conditions.

(B) In the performance of this duty the Wage Adjustment Board shall take no action which is inconsistent with the terms of Executive Order No. 9250

(C). Any recommendation of the Wage Adjustment Board directed to the parties for a change in wage rates shall be transmitted to the National War Labor Board and shall become a final order of the National War Labor Board seven days after filing unless in the interim the National War Labor Board determines that the recommendation should be stayed for the purpose of review or should be put into operation subject to review. If the National War Labor Board assumes review, it shall enter its order confirming the recommendation of the Wage Adjustment Board or remanding the case to the Wage Adjustment Board for further consideration. The Wage Adjustment Board may refer to the National War Labor Board or the National War Labor Board may bring up on its own motion, any recommendation of the Wage Adjustment Board directed to the parties in order to determine whether the action is inconsistent with the terms of Executive Order No. 9250.

(D). Unless and until otherwise ordered, this order shall apply only to wage adjustments in contracts which were entered into prior to November 5, 1942, or which are otherwise excluded from the operation of Maximum Price Regulation 251 of the Office of Price Administration.

OFFICE OF WAR INFORMATION
National War Labor Board

For immediate release
November 14, 1942 B 298

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(1) they were fixed at a time so long before July 1, 1942, as to be out of line with the general wage then prevailing:

(2) they were applicable in a locality where changing conditions in the building construction industry require a revision of wage rates; or

(3) they do not sufficiently take into account any abnormal changes in conditions.

(B). In the performance of this duty the Wage Adjustment Board shall take no action which is inconsistent with the terms of Executive Order No. 9250.

(C). Any recommendation of the Wage Adjustment Board directed to the parties for a change in wage rates shall be transmittedto the National War Labor Board and shall become a final order of the National War Labor Board seven days after filing unless in the interim the National War Labor Board determines that the recommendation should be stayed for the purpose of review or should be put into operation subject to review. If the National War Labor Board assumes review, it shall enter its order confirming the recommendation of the Wage Adjustment Board or remanding the case to the Wage Adjustment Board for further consideration. The Wage Adjustment Board may refer to the National War Labor Board or the National War Labor Board may bring up on its own motion, any recommendation of the Wage Adjustment Board directed to the parties in order to determine whether the action is inconsistent with the terms of Executive Order No. 9250.

(D). Unless and until otherwise ordered, this order shall apply only to wage adjustments in contracts which were entered into prior to November 5, 1942, or which are otherwise excluded from the operation of Maximum Price Regulation 251 of the Office of Price Administration.

OFFICE OF WAR INFORMATION
National War Labor Board

GENERAL ORDER NO. 12

A state or its political subdivision, or any agency or instrumentality thereo which proposes to make an adjustment in salaries or wages not fixed by State statu which would otherwise require the prior approval of the National War Labor Board may make such adjustment on certification to the Board that the adjustment is necessary to correct maladjustments, or to correct inequalities or gross inequiti as defined in the Board's Statement of Wage Policy of November 6, 1942. A certif cate by the official or agency authorizing the adjustment stating the nature and amount of such adjustment, and briefly setting forth the facts meeting the foregoing requirement, will be accepted by the Board as sufficient evidence of the propriety of the adjustment, subject to review by the Board. Modification by the Board of adjustments made by a governmental official or agency acting pursuant hereto shall not be retroactive. The certificate prescribed herein, together with four copies thereof, shall be filed promptly with the committee established by joint action of the National War Labor Board and the Commissioner of Internal Revenue, namely, the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C., which will forward the same to the Board or the Commissioner, as the case may require.

The certification procedure shall not apply to any adjustment which would raise salaries or wages beyond the prevailing level of compensation for similar services in the area or community. In exceptional cases where such an adjustment is sought, and in all cases where the agency seeks an adjustment other than by the certification procedure, application for approval shall be filed with the appropriate Regional Office of the National War Labor Board.

JOINT STATEMENT OF THE NATIONAL WAR LABOR BOARD
AND THE COMMISSIONER OF INTERNAL REVENUE

Procedure for Wage and Salary Adjustments by State Governments and Subdivisions and Agencies Thereof — Nov. 12, 1942

Under Section 4001.13 of the Regulations issuedby the Economic Stabilization Director on October 27, 1942, with the approval of the President, the National War Labor Board and the Commissioner of Internal Revenue have jurisdiction over "any salary or wages paid by . . . any State . . . or political subdivision thereof . . or any agency or instrumentality of any one or more of the foregoing, except where the amount of such salary or wages is fixed by statute". The term "statute", as applied to non-federal employees, is limited to an Act of a State Legislature. Under Section 4001.2 of the Regulations, the Board has jurisdiction over (a) wage payments and (b) salary payments up to and including $5,000 in the case of employees who are "represented by a duly recognized or certified labor organizatio and other persons who are not "employed in a bona fide executive, administrative o professional capacity" as defined in the administration of the Fair Labor Standard Act. The Commissioner has jurisdiction over all salaries other than those just specified.

Adjustments in salaries or wages of State, county or municipal employees whic require the approval of the Board or of the Commissioner will be deemed approved upon certification by the State or local agency authorizing the adjustment that suc adjustment is necessary to correct maladjustments, or to correct inequalities or gross inequities as contemplated by Executive Order No. 9250. Such a certificate, briefly describing the nature and amount of the adjustment, and setting forth the necessary facts, will be accepted by the Board or Commissioner, as the case might be, as satisfactory evidence of the facts and of the propriety of the adjustment, subject to the right of the Board or the Commissioner to reopen the matter and to request further information pertaining to the propriety of the adjustment. Modifi cation by the Board or by the Commissioner of action taken by a governmental offic or agency acting pursuant hereto willnot be retroactive. The certificate prescrib herein, together with four copies thereof, should be filed promptly with the committee established by joint action of the National War Labor Board and the Commissioner of Internal Revenue, namely, the Joint Committee on Salaries and Wages Room 5406, Department of Labor Building, Washington, D. C., which will forward the same to the Board or the Commissioner, as the case may require.

The certification procedure will not apply to any adjustment which would raise salaries or wages beyond the prevailing level of compensation for similar services in the area or community. In exceptional cases where such an adjustment i sought, and in all cases where the agency seeks an adjustment other than by the certification procedure, application for approval should be filed with the appropriate Regional Office of the National War Labor Board or of the Commissioner Internal Revenue as the case may be.

OFFICE OF WAR INFORMATION

For immediate release
November 13, 1942 B 297

State, county and municipal governments may adjust wages and salaries under certain circumstances without prior approval by the National War Labor Board or the Commissioner of Internal Revenue, the two agencies announced today in a joint statement.

Adjustments of wages or salaries requiring approval will be deemed approved if the head of the state or local agency certifies to the Board or the Commissioner "that such adjustment is necessary to correct maladjustments or to correct inequalities or gross inequities as contemplated by Executive Order No. 9250," the statement read. The certificate must describe briefly the nature and amount of the adjustment and other necessary facts and may be accepted by the Board or the Commissioner, as the case may be, as satisfactory evidence of the facts and of the propriety of the adjustment.

The Board or the Commissioner retains the right to reopen the matter and request further information pertaining to the propriety of the adjustment. Modification by the Board or the Commissioner of action taken by a governmental official or agency under this procedure will not be retroactive.

"The certification procedure," the statement read, "will not apply to any adjustment which would raise salaries or wages beyond the prevailing level of compensation for similar services in the area or the community. In exceptional cases where such an adjustment is sought, and in all cases where the agency seeks an adjustment other than by the certification procedure, application for approval should be filed with the appropriate regional office of the National War Labor or of the Commissioner of Internal Revenue, as the case may be."

Under the regulations issued by the Economic Stablization Director on October 27, the Board and the Commissioner have jurisdiction over any salary or wages paid by...any state...or political subdivision thereof... or any agency or instrumentality of any one or more of the foregoing, except where the amount of such salary or wages is fixed by statute." The term "statute," the joint statement said, as applied to non-federal employees, is limited to an act of a state legislature.

The Board has jurisdiction over all wage adjustments and over salaries up to and including $5,000, except where the salary is paid to an executive, administrative or professional employee not represented by a recognized labor union. The Commissioner has jurisdiction over all other salaries.

Four copies of each certificate, prescribed in the new procedure, should be filed with the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C., which will forward them to the Board or the Commissioner, as the case may be.

Regulations pertaining to the adjustment of the wages or salaries of federal government employees are in the process of preparation and will be issued shortly. The text of the joint statement by the Board and the Commissioner, together with the text of General Order No. 12, which sets forth the procedure to be followed in the adjustment of those wages and salaries under the Board's jurisdiction, are attached.

JOINT STATEMENT OF THE NATIONAL WAR LABOR BOARD
AND THE COMMISSIONER OF INTERNAL REVENUE

Procedure for Wage and Salary Adjustments by
State Governments and Subdivisions and
Agencies Thereof

Under Section 4001.13 of the Regulations issued by the Economic Stabilization Director on October 27, 1942, with the approval of the President, the National War Labor Board and the Commissioner of Internal Revenue have jurisdiction over "any salary or wages paid by . . . any State . . . or political subdivision thereof . . . or any agency or instrumentality of any one or more of the foregoing, except where the amount of such salary or wages is fixed by statute". The term "statute", as applied to non-federal employees, is limited to an Act of a State Legislature. Under Section 4001.2 of the Regulations, the Board has jurisdiction over (a) wage payments and (b) salary payments up to and including $5,000 in the case of employees who are "represented by a duly recognized or certified labor organization", and other persons who are not "employed in a bona fide executive, administrative or professional capacity" as defined in the administration of the Fair Labor Standards Act. The Commissioner has jurisdiction over all salaries other than those just specified.

Adjustments in salaries or wages of State, county or municipal employees which require the approval of the Board or of the Commissioner will be deemed approved upon certification by the State or local agency authorizing the adjustment that such adjustment is necessary to correct maladjustments, or to correct inequalities or gross inequities as contemplated by Executive Order No. 9250. Such a certificate, briefly describing the nature and amount of the adjustment, and setting forth the necessary facts, will be accepted by the Board or Commissioner, as the case might be, as satisfactory evidence of the facts and of the propriety of the adjustment, subject to the right of the Board or the Commissioner to reopen the matter and to request further information pertaining to the propriety of the adjustment. Modification by the Board or by the Commissioner of action taken by a governmental official or agency acting pursuant hereto will not be retroactive. The certificate prescribed herein, together with four copies thereof, should be filed promptly with the committee established by joint action of the National War Labor Board and the Commissioner of Internal Revenue, namely, the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C., which will forward the same to the Board or the Commissioner, as the case may require.

The certification procedure will not apply to any adjustment which would raise salaries or wages beyond the prevailing level of compensation for similar services in the area or community. In exceptional cases where such an adjustment is sought, and in all cases where the agency seeks an adjustment other than by the certification procedure, application for approval should be filed with the appropriate Regional Office of the National War Labor Board or of the Commissioner of Internal Revenue as the case may be.

November 12, 1942.

NATIONAL WAR LABOR BOARD

GENERAL ORDER NO. 12

A state or its political subdivision, or any agency or instrumentality thereof, which proposes to make an adjustment in salaries or wages not fixed by State statute which would otherwise require the prior approval of the National War Labor Board may make such adjustment on certification to the Board that the adjustment is necessary to correct maladjustments, or to correct inequalities or gross inequities, as defined in the Board's Statement of Wage Policy of November 6, 1942. A certificate by the official or agency authorizing the adjustment stating the nature and amount of such adjustment, and briefly setting forth the facts meeting the foregoing requirement, will be accepted by the Board as sufficient evidence of the propriety of the adjustment, subject to review by the Board. Modification by the Board of adjustments made by a governmental official or agency acting pursuant hereto shall not be retroactive. The certificate prescribed herein, together with four copies thereof, shall be filed promptly with the committee established by joint action of the National War Labor Board and the Commissioner of Internal Revenue, namely, the Joint Committee on Salaries and Wages, Room 5406, Department of Labor Building, Washington, D. C., which will forward the same to the Board or the Commissioner, as the case may require.

The certification procedure shall not apply to any adjustment which would raise salaries or wages beyond the prevailing level of compensation for similar services in the area or community. In exceptional cases where such an adjustment is sought, and in all cases where the agency seeks an adjustment other than by the certification procedure, application for approval shall be filed with the appropriate Regional Office of the National War Labor Board.

OFFICE OF WAR INFORMATION

NATIONAL WAR LABOR BOARD

For Sunday AM's
November 8, 1942 B 288

In order "to prevent hardships resulting from innocent action in the period of transition" following the Executive Order of October 3, the National War Labor Board gave employees until December 1 to file for retroactive approval of wage increases granted on or prior to November 7, 1942. This action was taken in the form of adoption by the Board of General Order No. 11, which was voted unanimously.

If an employer has granted a wage increase without approval by the Board and which is not exempted by the regulations, he can file for approval on or before December 1. If the Board is satisfied that the increase was made in good faith, and if the Board approves the increase, then the approval will be made retroactive to the date of the increase.

For example, if an employer through lack of knowledge of the provisions of the Executive Order of October 3, put an increase into effect without approval by the Board between that date and November 7, he can ask the Board for approval of the increase before December 1. If the Board advises that the increase was in accordance with its wage policy and approves the increase, the approval will be made retroactive to the date he put into effect.

This procedure is not applicable to increases in salaries under $5,000 subject to the jurisdiction of the Board. Under the regulations of the Economic Stabilization Director, after October 27, prior approval by the Board is necessary for any increases in such salaries.

The Text of the order follows:

GENERAL ORDER NO. 11

To prevent hardships resulting from innocent action in the period of transition following the issuance of Executive Order No. 9250, dated October 3, 1942, and pursuant to the authority vested in the National War Labor Board by the Executive Order, it is hereby ordered that:

An employer who, on or prior to November 7, 1942, has in good faith given an increase in wages subject to the jurisdiction of the National War Labor Board without the prior approval of the National War Labor Board or exemption under its regulations may apply for approval of such increase on or before December 1, 1942. If satisfied that the employer made the increase in good faith and that the increase is consistent with Executive Order No. 9250, October 3, 1942, and should be approved, the National War Labor Board will make its approval retroactive to the date of the wage increase.

Except as herein provided, an increase which requires approval of the National War Labor Board must receive such approval before it is put into effect.

6-1954-WP

OFFICE OF WAR INFORMATION

NATIONAL WAR LABOR BOARD

For Sunday AM's
November 8, 1942 B-283

In order "to prevent hardships resulting from innocent action in the period of transition" following theExecutive Order of October 3, the National War Labor Board gave employers until December 1 to file for retroactive approval of wage increases granted on or prior to November 7, 1942. This action was taken in the form of adoption by the Board of General Order No.11, which was voted unanimously.

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An employer who, on or prior to November 7, 1942, has in good faith given an increase in wages subject to the jurisdiction of the National War Labor Board without the prior approval of the National War Labor Board or exemption under its regulations may apply for approval of such increase on or before December 1,1942. If satisfied that the employer made the increase in good faith and that the increase is consistent with Executive Order No. 9250, October 3, 1942, and should be approved, the National War Labor Board will make its approval retroactive to the date of the wage increase.

Except as herein provided, an increase which requires approval of the National War Labor Board must receive such approval before it is put into effect.

NATIONAL WAR LABOR BOARD

For immediate release
November 6, 1942 B 283

The National War Labor Board today announced that a bonus, fee, gift, commission or other form of compensation customarily paid employees can be continued in the future without approval by the Board with the provisos:

(1) If it is a fixed amount, the total amount paid during the current bonus year must not exceed the total paid an employee for like work during the preceding bonus year.

(2) If it is computed on a percentage, incentive or similar basis, the rate and method of computation may not be changed during the current bonus year unless they yield no more than they did during the preceding year. The employee may receive a greater amount during the current bonus year only if the rate and method of computation are not changed in the current bonus year.

For instance, suppose an employee last year received a bonus of 5% on a salary of $2,500. This year his salary is $3,000. His employer can continue to pay him a 5% bonus on this year's salary without approval by the Board even though the amount of the bonus increased from $125 to $150.

This action came in the form of General Order #10, which was unanimously approved by the Board. This General Order covers only the compensations for those whose wages or salaries are under the jurisdiction of the Board. The Board has jurisdiction over all wages and over salaries under $5,000, except for supervisory or professional employees.

At the same time the Board issued amendments to General Orders #1 and #6, which have the effect of aplying those orders to salaries over which the Board has jurisdiction. Originally these orders applied only to wage rates.

General Order #1 directs that all increases approved by the Board prior to October 3 should be put into effect. General Order #6 prohibits employers from paying employees more than the rate existing in the plant for that type of work without Board approval. If there are no established rates, as in the case of new plants, the rate fixed shall not be in excess of that which prevails for similar classifications within the area.

The texts of the order and amendments follow:

GENERAL ORDER NO.10

The payment to employees, whose wage or salary increases are subject to the jurisdiction of the National War Labor Board, of a bonus, fee, gift, commission or other form of compensation customarily paid to such employees in the past may be continued without the approval of the National War Labor Board provided that,

(a) if in a fixed amount, the total amount so paid to an employee during the current bonus year does not exceed the total so paid to an employee for like work during the preceding bonus year, or

(b) if computed on a percentage, incentive or other similar basis, the rate and the method of computation are not changed in the current bonus year so as to yield a greater amount than that in the preceding bonus year, but a greater amount when resulting from the same rate and method of computation may be paid.

GENERAL ORDER NO. 1-A

General Order No.1, issued by the National War Labor Board on October 7, 1942, shall apply also to salaries subject to the jurisdiction of the Board. (For definition of such salaries, see General Order No. 9, October30, 1942.)

GENERAL ORDER NO. 6-A

General Order No. 6, issued by the National War Labor Board on October 20, 1942, shall apply also to salaries subject to the jurisdiction of the Board. (For definition of such salaries, see General Order No.9, October 30, 1942.)

NATIONAL WAR LABOR BOARD

For Immediate Release
November 6, 1942 B 285

The National War Labor Board today announced the detailed procedure that it will follow in the cases of voluntary applications for wage adjustments by private employers. The procedure has been unanimously approved by the Board.

The procedure provides in detail for the functions which will be performed by the 10 regional offices of the Board and by the 100-odd field offices of the Wage and Hour and Public Contracts Divisions of the Department of Labor.

Regional Directors will have a tripartite advisory board composed of representatives of the public, labor and employers. This board will advise the Regional Director on the setting up of the administrative machinery in each region. The members of this Board will be picked by the War Labor Board from among prominent citizens in the area, and will serve without compensation.

Briefly the steps which will be followed in the handling of voluntary requests for approval of wage adjustments are as follows:

1. Employers or unions or workers not represented by a union can obtain from the nearest office of the Wage and Hour Division an informal ruling if they are uncertain as to whether a proposed adjustment needs Board approval under the Executive Order and the regulations. This office may issue a written ruling as an agent of the Board.

2. If the office of the Wage and Hour Division rules that the proposed wage adjustment can be made without approval of the Board it will be deemed an authoritative act of the Board unless it is later overruled by the Regional Director of the War Labor Board.

3. If the ruling is overruled by the War Labor Board Regional Director, the employer may file an application for approval of the adjustment within 10 days. The adjustment can then be continued in effect unless and until it is finally disapproved under the Board's procedures. Such disapproval is to take effect only from the date of the order of disapproval.

4. If the office of the Wage and Hour Division rules that the increase must be approved by the Board this office will aid the employer in filling out an application form and submit it to the Regional Director of the War Labor Board for action.

5. If the Regional Director approves the application his ruling shall be final subject to the Board's ultimate power of review. If he disapproves the application, the applicant may file a petition for review within 10 days, in which case it will be referred to a tripartite panel. Any approval by the panel will be final subject to the Board's ultimate power of review.

6. If the panel disapproves the application or approves a lesser increase than requested, its ruling shall be final subject to the Board's power to review on its own initiative and to the right of any member of the panel to refer the matter to the Board in Washington for review.

7. Any ruling by a WLB Regional Director, or by a panel shall be deemed to be the act of the Board unless and until it is reversed by the Board and such disapproval by the Board shall take effect only from the date of its issuance.

8. Any employer applying for approval of an increase will be required to state whether he intends to make the proposed increase the basis for an application to the Office of Price Administration for an adjustment of his maximum prices.

9. If he states that he intends to seek price relief, he must fill out a form showing the relationship between the proposed increase and his price situation and what effect such an increase would have on his business if it were granted without price relief. A copy of this form will be sent to the Office of Price Administration.

10. A copy of all rulings of Regional Directors, panels, or the Board in such cases will also be sent to the Office of Price Administration. In these cases any approval of an increase will become effective only on final approval by the Board and, when required by the provisions of Executive Order No. 9250, by the Economic Stabilization Director.

The text of the Board's procedure is attached.

NATIONAL WAR LABOR BOARD

PROCEDURE IN CASES OF VOLUNTARY APPLICATIONS FOR WAGE ADJUSTMENTS BY PRIVATE EMPLOYERS

(As finally approved by the Board on October 28, 1942)

Coverage of this Statement - The term "wages," wherever used in this statement, shall be deemed to include salaries insofar as approval of the adjustment thereof has been made a function of the National War Labor Board.

1. THE SET-UP IN THE REGIONS

1. There are established 10 regional offices of the National War Labor Board, to be located in the 10 regional offices of the Office for Emergency Management, the list of which is appended hereto.

2. Each regional office of the Board will be headed by a full-time representative of the National War Labor Board, to be appointed by the Board, and to be known as "Regional Director for the National War Labor Board." Each office will be supplied with an appropriate staff.

3. Each Regional Director will have an advisory board composed of representatives of labor, employers, and the public, to be appointed by the National War Labor Board.

4. Attached to each regional office will be tripartite panels composed of representatives of labor, employers, and the public, to be appointed by the National War Labor Board. If the pressure of work in any region necessitates, tripartite panels may sit simultaneously, under the general administrative direction of the Regional Director. The primary responsibility of the Regional Director and the tripartite panels shall be to handle voluntary applications for wage adjustments with the utmost expedition consistent with the proper carrying out of the Board's wage policies.

5. In the handling of all wage cases the Regional Directors, and the tripartite panels, are charged with the obligation of executing the Board's wage policies, and they shall have no policy-making powers.

6. Pursuant to the policy of interdepartmental cooperation laid down in Section 2 of Title III of Executive Order No. 9250, the facilities of the offices of the Wage and Hour Division of the Department of Labor as hereinafter more fully described, are available to the Board as information centers and as headquarters for the filling out of application forms, for the use of the National War Labor Board's Regional Directors and panels, in voluntary wage adjustment cases. In such capacities the offices of the Wage and Hour Division will be acting as the Board's agents.

7. The general procedure in cases of voluntary wage adjustments by private employers will be as follows (subject to certain exceptions which will hereinafter be noted):

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(a) The application form shall be filed in an office of the Wage and Hour Division, and shall be transmitted by said office to the Regional Director of the National War Labor Board for that region.

(b) The initial ruling on the application will then be made by said Regional Director.

(c) If any party to the application disagrees with said ruling, the application will be referred to and passed on by a tripartite panel.

8. The detailed procedure in such cases, including the appellate and the reviewing functions of the National War Labor Board, are set forth below.

II. THE HANDLING OF PRELIMINARY INQUIRIES ABOUT JURISDICTION

1. An employer or a union (or an employee or a group of employees not represented by a union with respect thereto) directly concerned in a proposed wage adjustment, if uncertain whether under the applicable regulations and orders the proposed adjustment can be made without Board approval, may ask the nearest office of the Wage and Hour Division of the Department of Labor in the region for an informal ruling. Said office shall then issue a written ruling, as agent of the National War Labor Board, and send copies thereof to the person or persons who made the inquiry and to the Regional Director of said Board for his information.

2. If said ruling is that the proposed wage adjustment is of a sort which may be made without the approval of the National War Labor Board, then:

(a) The ruling shall be deemed to be an authoritative act of the Board through its agent for that purpose, and shall remain in effect unless reversed as provided below.

(b) If the Board's Regional Director, on receipt of the ruling from the office of the Wage and Hour Division, reverses it, he shall promptly notify the person or persons who made the inquiry that the adjustment is of a sort which requires approval. If in the meantime the employer has made the adjustment, relying upon the ruling by the office of the Wage and Hour Division that it did not need Board approval, then:

(i) the adjustment may be continued in effect for a period of ten days following the issuance of the Regional Director's ruling, within which period the employer may file with the office of the Wage and Hour Division (jointly with a duly recognized collective bargaining agency, or by himself, as previously provided), an application for approval of the adjustment;

(ii) if such an application is so filed, the adjustment may be further continued in effect until and unless it is finally disapproved under the Board's procedure. Such disapproval shall take effect only from the date of the issuance of the order of disapproval.

3. If the office of the Wage and Hour Division to which an inquiry has been addressed, as aforesaid, rules that the proposed adjustment is of a sort which cannot properly be made without the approval of the National War Labor Board, the ruling shall be deemed to be an authoritative act of the Board through said office as the Board's agent for that purpose. The person or persons who made the inquiry may seek from the Board's Regional Director a reversal of the ruling by the Wage and Hour Division office. The Regional Director's ruling on the question so submitted shall be final.

III. THE FILING OF APPLICATIONS FOR APPROVAL OF WAGE ADJUSTMENTS

1. Each application, when made, shall be filed with the nearest office of the Wage and Hour Division in the region as the agent of the National War Labor Board for that purpose. All applications shall be made upon appropriate forms prepared by the National War Labor Board.

2. Applications may be of two sorts. The first sort is where approval is sought of an adjustment which has been agreed upon by the parties or has been awarded in an arbitration proceeding. In such cases the application for approval may be signed by any party (or jointly by any or all the parties) to the contract or arbitration proceeding. The application shall state whether all the parties to the contract or arbitration proceeding have signed the application, and shall state the name and address of each party who has not signed the application. If there be any such party who has not signed, the Wage and Hour Division office with which the application was filed shall, as agent of the Board, before acting on the application, send said party a notice of the application. The notice shall request the party to state whether he contests the fact of the contract or arbitration award having been made. If, within seven days of the sending of the notice, he has not filed a statement contesting such fact, or if he files a statement admitting it, the application will then be acted on. If he contests the fact of the contract or award having been made, the matter will be treated as a dispute case and referred to the Conciliation Service of the Department of Labor, unless (a) the contract or award was in writing, (b) the writing or a certified or otherwise authenticated copy thereof has been produced, and (c) the office of the Wage and Hour Division is satisfied that no substantial question exists as to the party being a party thereto. Where the Wage and Hour Division is so satisfied, it shall rule accordingly and proceed with the handling of the application. The ruling may be reviewed (on petition of the protesting party) by the Regional Director of the National War Labor Board when the application is transmitted to him. His ruling shall be final.

3. The second sort of application is where an employer on his own initiative wishes to make a wage adjustment. In such cases the application shall be signed either (a) jointly by the employer and a duly recognized collective bargaining agency for any or all of the employees who are to be affected by the proposed wage adjustment, or (b) by the employer alone. In either case the application shall state whether or not there is a duly recognized collective bargaining agency (for any or all of the affected employees) which has not joined with the employer in the application. If it appears that there is such an organization which has not so joined, the office of the Wage and Hour Division, to which the application has been

submitted, shall, as agent of the Board, before acting on the application, send to the appropriate local officials of such organization a notice of the application, requesting the organization, if it has any objections to the application being acted upon, so to inform the office. If no such objections are filed within seven days of the sending of the notice, or if the organization in question states that it has no objections, the application will then be acted upon. If objections are made within said period, the matter will be treated as a dispute case and referred to the Conciliation Service of the Department of Labor.

4. In cases where the employer has signed, or joined in signing, an application for approval of a wage increase, he shall state in the application whether he intends to make the proposed wage increases, if it is approved, the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices.

5. In cases where the employer has not signed, or joined in signing, an application for approval of a wage increase, he shall be requested, in the notice of the filing of the application which the Wage and Hour Division office is required to send him under paragraph (2) above, to state whether he intends to make the proposed wage increase, if it is approved, the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices. He shall be asked to make this statement (a) within seven days of the sending of said notice, or (b) if (as described in paragraph (2) above) he contests the fact of the agreement or arbitration award having been made, within seven days of any ruling by the Wage and Hour Division finding him to be a party to said agreement or arbitration award.

6. If the employer states that he intends to make the proposed wage increase (if it is approved) the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices, (a) his statement shall be entered in an appropriate place on the application for a wage increase before the application is acted on by the Regional Director as provided below, and (b) the employer will be required to furnish further information, the nature and effect of which will be set forth hereinafter under (V).

7. When an application has been submitted to an office of the Wage and Hour Division, and no preliminary inquiry about jurisdiction has been made under (II) above, the office shall first make certain that the application is of a sort which needs the approval of the National War Labor Board. If the office believes that approval is not or may not be required by the applicable regulations and orders, the office shall proceed under (II) above exactly as if the applicant had asked for a preliminary ruling on jurisdiction. If no jurisdictional question is involved, or if there is such a question but it has been cleared up under (II) above, the office of the Wage and Hour Division shall then proceed with the application. In so doing, its function shall be as agent of the National War Labor Board for that purpose, to see to it that the appropriate forms prepared by the Board are fully and accurately filled out. When this has been done, the application shall be transmitted

by said office to the nearest Regional Director of the National War Labor Board.

8. Upon receipt of the application, the Regional Director shall consider it. Before acting on it, he shall first make certain that it is the kind of application which requires Board approval (unless this question has already been ruled upon and determined under (II) above). If he concludes that the application does not require Board approval, he shall make a written ruling to that effect and send copies to the applicant or applicants. If he concludes that the application is of a sort which does require Board approval, he shall proceed to act upon it as provided in (IV) below. In any case the Regional Director, before acting, may obtain further needed information informally from the applicant or applicants or from the Wage and Hour Division, or refer the application back to the Wage and Hour Division office for such further information as he may specify. In each case the Regional Director shall send a copy of the application to the Office of Price Administration for its information.

IV. DISPOSITION OF APPLICATIONS FOR APPROVAL OF WAGE INCREASES IN WHICH THE APPLICATION INDICATES THAT NO PRICE RELIEF WILL BE SOUGHT IF APPROVAL IS GRANTED.

1. The Regional Director shall rule upon the application subject to the rights of review hereinafter set forth, and subject to his right to refer any case for decision, with his recommendation, to a tripartite panel in the region or to the National War Labor Board, if he believes that the case is sufficiently important from a stabilization point of view, or presents sufficiently serious and doubtful questions of interpretation of Board policy, to justify such action. In any case, whether the ruling be made by the Regional Director or by a panel, the Board shall have power, as set forth more fully hereinafter, to reopen the matter on its own initiative and to set aside any ruling.

2. If the Regional Director approves an application his ruling shall be final, subject to the Board's ultimate power of review just referred to.

3. If a panel to whom the Regional Director has referred an application approves it, the ruling shall be final, subject to the Board's ultimate power of review just referred to.

4. If the Regional Director disapproves the application (or approves a lesser increase than that requested) the applicant, or any applicant if there be more than one, may within ten days after the date of the issuance of the ruling file with the Regional Director a petition for a review. The Regional Director shall refer the petition to a tripartite panel.

5. Any ruling by the panel upon review, approving the application, shall be final, subject to the Board's ultimate power to review referred to above.

6. If a panel, in ruling upon an application which the Regional Director has referred to it for decision, or which the panel has received for review upon petition, disapproves the application (or approves a lesser

increase than that requested), the ruling shall be final, subject (a) to the Board's ultimate power to review rulings on its own initiative, as set forth above, and (b) to the right of any member of the panel to refer the ruling to the Board for review if he believes the case of sufficient importance to justify action by the Board.

7. Copies of all rulings made by Regional Directors and by panels shall be promptly transmitted to the Executive Secretary of the National War Labor Board for analysis by a review division, whose duty it will be to lay before the Board, for such action as the Board may care to take, all rulings which involve serious questions of policy or which may affect price ceilings as provided below.

8. Any ruling by a Regional Director or by a panel shall be deemed to be the act of the Board unless and until reversed by the Board; and any such reversal shall take effect only from the date of its issuance, provided, however, that if a ruling denying an application for permission to make a wage adjustment is over-ruled, the final ruling shall incorporate as the effective date of the increase that which was specified in the application as the effective date.

V. DISPOSITION OF APPLICATIONS FOR APPROVAL OF WAGE INCREASES IN WHICH THE APPLICATION STATES THAT HE INTENDS TO MAKE THE PROPOSED WAGE INCREASE, IF IT IS APPROVED, THE BASIS OF AN APPLICATION TO THE OFFICE OF PRICE ADMINISTRATION FOR AN ADJUSTMENT OF HIS MAXIMUM PRICES OR FOR AN AMENDMENT OF THE REGULATIONS ESTABLISHING THOSE PRICES.

1. The procedure shall be the same as in the cases described under (IV) above, except that

(a) The employer, at the time of the filing of the application for approval of a wage increase, or (if the application was not signed by him) at the time of filing his statement that he intends to seek price relief if the wage increase is approved, shall state fully, upon a form approved by the National War Labor Board, the relationship between the proposed wage increase and the employer's price situation, and what the effect would be on the employer's business if wages were increased without price relief. A copy of said form shall be sent with the application to the Office of Price Administration. Copies of any forms which the Office of Price Administration may require the employer to fill out, and which have been supplied for that purpose by said Office to the Wage and Hour Division offices, shall also be sent with a copy of the application to the Office of Price Administration.

(b) Copies of all rulings of Regional Directors, panels or the Board, approving or disapproving such applications shall be sent to the Office of Price Administration as well as to the applicant or applicants.

(c) If the application for a wage increase is approved, the ruling shall state that it will become effective only on final approval by the Board and, when required by the provisions of Executive Order No. 9250, by the Economic Stabilization Director.

NATIONAL WAR LABOR BOARD

For immediate release
November 6, 1942 B 284

Increases in wages and salaries will be approved only in exceptional cases, the National War Labor Board announced today in issuing the policy under which it will administer that part of the economic stabilization program over which it has jurisdiction. The policy was adopted unanimously by the public, labor and industry members of the Board. The policy states:

"The policy directive given the National War Labor Board by Congress and by the President is clear. Under that directive, the Board will act on the presumption that wage rates prevailing on September 15, 1942 are proper. The Board will grant wage increases over the level prevailing on September 15, 1942 only in exceptional cases and in accordance with the following paragraph of Executive Order #9250 of October 3, 1942:

"'The National War Labor Board shall not approve any increases in the wage rates prevailing on September 15, 1942, unless such increase is necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war.'"

The policy further states that the Board will "examine carefully each claim for such exceptional treatment before approving any increase." In considering specific cases the Board will be guided by the general principles outlined in the policy which briefly are as follows:

1. Maladjustments.

"If a group of employees," the policy states, "has received increases amounting to 15% in their average straight-time rates over the level prevailing on January 1, 1941, the Board will not grant further increases as a correction for maladjustments...

"To correct these maladjustments, the Board will consider requests for general increases in straight-time rates up to 15% above the level prevailing on January 1, 1941. This policy sets a terminal point for general wage increases. It is not applicable to individual workers or to employees in particular job classifications. It will be applied only to groups composed of all the employees in a bargaining unit, in a plant, a company, or an industry, depending upon the circumstances of each case."

The WLB Regional Directors may adjust rates to correct such maladjustments only in cases arising in industries specifically designated by the Board. This list of industries will be announced by the Board in the next few days. Proposed wage adjustments in industries not so listed must be referred to the Board in Washington for action.

2. Inequalities and Gross Inequities.

"The wage rate inequalities," the policy states, "and the gross inequities which may require adjustment under the stabilization program are those which represent manifest injustices that arise from unusual and unreasonable differences in wage rates.

"Wage differentials which are established and stabilized are normal to American industry and will not be disturbed by the Board."

The Board itself will review all cases where increases are requested under this section. Such cases must go to the Regional Director for his approval first.

3. Substandards of Living.

"The Board is not," the policy states, "in a position at this time to enunciate a general policy to govern the adjustment of wages to eliminate substandards of living. The Board will not undertake to measure substandards of living by any fixed wage rate.

"Such cases involving substandards of living as may arise will be considered by the Board on their individual merits until sufficient experience has accumulated to permit the statement of a more general policy."

4. Effective Prosecution of the War.

"The National War Labor Board," the policy states, "will not approve wage increases for the purpose of influencing or directing the flow of manpower.

"When in a particular case management and labor, in cooperation with the War Manpower Commission and other government agencies, have taken concerted action to solve a manpower need, the Board will consider a request in that case to correct whatever inequalities or gross inequities may then need correction."

This policy applies not only to wages but to the salaries over which the Board has jurisdiction. The Board has jurisdiction over all salaries under $5,000, except for those supervisory or professional employees who are not represented by labor unions.

The text of the Board's policy is as follows:

WAGE STABILIZATION POLICY OF THE NATIONAL WAR LABOR BOARD

The policy directive given the National War Labor Board by Congress and by the President is clear. Under that directive, the Board will act on the presumption that wage rates prevailing on September 15, 1942 are proper. The Board will grant wage increases over the level prevailing on September 15, 1942 only in exceptional cases and in accordance with the following paragraph of Executive Order #9250 of October 3, 1942:

> "The National War Labor Board shall not approve any increases in the wage rates prevailing on September 15, 1942, unless such increase is necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war."

The National War Labor Board will examine carefully each claim for such exceptional treatment before approving any increase. In considering specific cases, the Board will be guided by the following general principles. The application of these principles by regional directors will be subject to all general orders of the Board and to its announced rules of procedure.

1. Maladjustments

If a group of employees has received increases amounting to 15% in their average straight-time rates over the level prevailing on January 1, 1941, the Board will not grant further increases as a correction for maladjustments.

Beginning about January 1, 1941 a race between wages and prices began. Between that date and May 1942, when the President's seven point program to stabilize the cost of living was announced, the cost of living had risen 15% as measured by the general index of the Bureau of Labor Statistics.

In the same period, very considerable but varying increases in wage rates were made. The irregularity of wage increases caused many maladjustments in the wage relationships between different plants and industries. A substantial majority of industrial workers had received more than 15% increase; some had received less.

To correct these maladjustments, the Board will consider requests for general increases in straight-time rates up to 15% above the level prevailing on January 1, 1941. This policy sets a terminal point for general wage increases. It is not applicable to individual workers or to employees in particular job classifications. It will be applied only to groups composed of all the employees in a bargaining unit, in a plant, a company, or an industry, depending upon the circumstances of each case.

Adjustment of wage rates to correct maladjustments may be made by regional directors; Provided, however, that their authority in this regard will be limited to cases arising in those industries which have been specifically designated by the Board, and if in the judgment of a regional director a wage adjustment for the correction of a maladjustment would act to unstabilize wages, the case shall be referred by him to a tri-partite regional panel.

A list of designated industries is attached hereto and may be enlarged or modified by the Board from time to time. Any proposed wage adjustments in industries not listed must be referred to the National War Labor Board at Washington for action.

2. Inequalities and Gross Inequities

The wage rate inequalities and the gross inequities which may require adjustment under the stabilization program are those which represent manifest injustices that arise from unusual and unreasonable differences in wage rates.

Wage differentials which are established and stabilized are normal to American industry and will not be disturbed by the Board.

The Board itself will review cases where evidence is submitted to show that existing differences in wage rates are so discriminatory as to make their continuance a manifest injustice. Such evidence may be submitted to the regional director. If the regional director is satisfied that the evidence submitted so justifies, the claim may then be transmitted to the National War Labor Board in Washington for consideration.

3. Substandards of Living

In the President's Message of April 27, 1942 and again in the Executive Order of October 3, 1942, the word "substandard" is used with reference to the need for eliminating substandards of living. The National War Labor Board has dealt with but a very few cases in which the substandard issue has been a factor. Therefore, the Board is not in a position at this time to enunciate a general policy to govern the adjustment of wages to eliminate substandards of living. The Board will not undertake to measure substandards of living by any fixed wage rate.

Such cases involving substandards of living as may arise will be considered by the Board on their individual merits until sufficient experience has accumulated to permit the statement of a more general policy.

4. Effective Prosecution of the War

Under Executive Order 9250, the National War Labor Board may approve any increase of the wage rates prevailing on September 15, 1942 if such an increase is necessary "to aid in the effective prosecution of the war." Every adjustment in September 15, 1942 wage levels that the Board may make will be, in its judgment, for a more effective prosecution of the war.

The National War Labor Board will not approve wage increases for the purpose of influencing or directing the flow of manpower.

When in a particular case management and labor, in cooperation with the War Manpower Commission and other government agencies, have taken concerted action to solve a manpower need, the Board will consider a request in that case to correct whatever inequalities or gross inequities may then need correction.

Field

WAR MANPOWER COMMISSION
UNITED STATES EMPLOYMENT SERVICE

Introduction to

LISTS OF ESSENTIAL OCCUPATIONS

for

ESSENTIAL ACTIVITIES

Approved by

WAR MANPOWER COMMISSION

OCCUPATIONAL ANALYSIS SECTION
EMPLOYMENT SERVICE DIVISION

OCTOBER 1942

INTRODUCTION TO LISTS OF ESSENTIAL OCCUPATIONS

Purpose

The Lists of Essential Occupations are being prepared and kept current in accordance with War Manpower Directive Number I. They are designed to serve two purposes. The local Selective Service Boards use them as a guide in problems of occupational deferment. The lists are also to be used by the United States Employment Service in connection with applying the regulations concerning priorities of referrals of workers to employers, and in supplying to the local Selective Service Boards such occupational information and advice as may be required. Further, as provided in Directive Number I of the War Manpower Commission, these lists are also to be used as required by other " . . . appropriate departments and agencies of the Federal Government. . ."

Format and Content of the Individual Lists

In order to meet the needs of both the Selective Service System and the U.S. Employment Service, the individual lists of essential occupations for each of the essential activities are prepared in two ways, i.e. as Occupational Bulletins and as Lists of Essential Occupations. The lists are reviewed and approved by the Technical Committee on Essential Activities and Essential Occupations consisting of members of the Selective Service System, the Army, the Navy, and the War Manpower Commission. The National Headquarters of the Selective Service System issues each list in the form of an occupational bulletin. These Bulletins, listing the "common titles" of the essential occupations, are made available to the Local Selective Service Boards as soon as possible after approval.

The corresponding Lists of Essential Occupations designed for use by the U.S. Employment Service show in addition to the common titles, appropriate interpretations to the terminology and code structure of the Dictionary of Occupational Titles. In addition to the occupational information presented in each of the two types of lists, a description of the essential activities treated in each is given. The activities specified are not all inclusive, but are intended mainly as an indication of the type of activity covered by the group classification. The List of Essential Activities will be supplemented by a detailed index of products, services and facilities encompassed by the broader classifications of the thirty-five activities. This index is being prepared by the Reports and Analysis Division of the Bureau of Employment Security.

Common titles only are used in the bulletins made available to the local Selective Service Boards since the committee believed that persons not acquainted with the structure of the Dictionary of Occupational Titles might be confused by the precise technical terminology employed in this document. For this reason such broad titles as "Molder, All-Around" have been used in order to indicate to the lay user that only those jobs requiring a high degree of skill are included. On the other hand, in order to preclude the extension of special consideration to individuals who possess all-around qualifications, but who may be engaged in an activity not of immediate importance to the War Program, certain titles such as Veterinarian, Livestock, and Molder, Clay Pottery (Industrial and Scientific Ware), which have a very restrictive meaning, have been employed. The use of this terminology has kept the length of the lists intended for local Selective Service Boards use to a minimum on the premise that more specific information would be available locally from the local employment offices or the employer.

Lists that were first approved by the technical committee treated common terms of such occupations as Foreman, Assemblers, and Inspectors, on the basis of individual types of work performed, e.g. Foreman, Blacksmith; Foreman, Machine Shop; etc. This was done to exclude all occupations not desired in the lists. As the work of the committee progressed, it was felt to be more expedient to show only the inclusive common titles of such occupations, e.g., Foremen, supplemented by parenthetical statements which explain in some detail exactly what types of work phases are not to be considered.

In each list of Essential Occupations prepared for the U.S. Employment Service, the titles in the right hand column that are marked with an asterisk are approved titles that do not as yet appear in Part I of the Dictionary of Occupational Titles or its Supplement. Definitions and code numbers for these titles will be found at the end of each list. Titles that are identified by the abbreviation "ten." are those for which insufficient information was available to prepare complete definitions and codes; however, they will be prepared when sufficient information becomes available. Tentative definitions for these titles are also found at the end of each of the individual lists.

Although the Dictionary definitions to which common titles refer may be very comprehensive and include references to job elements that have no bearing on war work, the same restrictions applied to the common terms are also applicable to the Dictionary title. Thus for example the definition for Thrower I included under the common title of Molder, Clay Pottery (Industrial and Scientific Ware) discloses that the worker may also work on vases, but for purposes of these lists only the worker who works on industrial and scientific ware is to be given consideration.

For reference purpose each list has been assigned a number. The numerical sequence follows the same order in which each activity has been presented in the List of Essential Activities issued in July 1942. It must be clearly understood that because one activity appears lower in sequence than another does not mean that the first is more important than the second.

The technical committee has endeavored to approve the lists in the order in which they appear on the "List of Essential Activities." This was not entirely possible, however, since in some instances the Selective Service System had already prepared occupational bulletins for the activities prior to the appointment of the technical committee, and it was believed advisable to approve first those on which no bulletins had as yet been issued.

Every effort has been made to release the Lists of Essential Occupations to the U.S. Employment Service in the order in which they were approved by the committee and distributed as Bulletins by the Selective Service System. Again, however, this has not been possible in all instances since certain lists intended for local office use contain a considerable number of new and tentative definitions for the new titles appearing in these lists which required additional processing. Of necessity, therefore, changes in techniques applied by the committee which affected such titles as Foreman, Assembler, Inspectors in later lists will not necessarily follow the sequence in which they were approved.

In addition to the two types of lists for each of the essential activities, i.e., Occupational Bulletins and Lists of Essential Occupations, a complete list of all essential occupations, expressed in the terminology of the Dictionary of Occupational Titles, and arranged alphabetically will be issued later. It will be presented in tabular form and will show the essential activity into which each occupation falls, the occupations which are also found in the armed forces, the period of training normally required for a worker to reach reasonable proficiency, and the extent to which each occupation is suitable for the employment of women.

Standards for an Essential Occupation

The following standards have been applied to the occupation in each of the essential activities to determine which should be included.

1. Does the occupation require a training period of at least six months before an untrained worker in the occupation can attain reasonable proficiency?
2. Is the occupation necessary to the performance of the particular activity?

Interpretation of Six Months' Training Period

In observing the first of these standards, occupations requiring less than six months training have been omitted from the lists even though it is recognized that they are necessary to the performance of an essential activity. For example, several of the essential activities require the use of automatic screw machines. The Automatic Screw Machine Operator, however, may be trained to

reasonable proficiency in a period of less than six months; similarly street car operators and city bus drivers are recognized to be essential to the transportation industry, yet they can be trained to reasonable proficiency in a period of less than six months. Since inexperienced workers, therefore, can attain reasonable proficiency in these occupations in less than six months, they are not considered essential within the meaning of these lists. Further, in this connection, the duties involved in some individual occupations vary considerably with respect to the training period required for reasonable proficiency so that for one type more than six months' training is necessary while for others, a period of less than six months is sufficient. For example, some Chemical Operators such as Autoclave Operators must, in the performance of their duties, exercise independent judgment which is based on experience of more than six months. On the other hand, some Chemical Operators perform routine duties in accordance with specific instructions, and can attain reasonable proficiency in less than six months. These simpler jobs are not included. The Chemical Operators referred to, therefore, are only those for whom a period of training or experience longer than six months is necessary.

Traditional methods of inducting new workers into many occupations have resulted in "customary" training periods far in excess of the time actually required for a worker to attain reasonable proficiency in the specific tasks of a given job. Thus a Lathe Operator may be taught to perform many different types of operations on his machine while his specific job actually requires only the ability to perform one or a few operations. However desirable this broad, general training may be under normal conditions, the six months' training period referred to is intended to cover only the time necessary for a worker to attain normal proficiency in the performance of the actual duties of a specific job. Thus no title on this list has any application to a worker who can be replaced by an untrained worker in a period of less than six months.

Determining Essentiality

In observing the second standard used in determining the occupations which should be included in this list, certain occupations that occur in essential activities and that require more than six months' training or experience have been eliminated as not being necessary to the essential activity. For example, Promotion Men and Salesmen occur in many of the establishments engaged in essential activities; yet for purposes of the war program, the services of Promotion Men and Salesmen are not considered essential, and they have accordingly been omitted from the list.

As the work of the committee progressed, it has become more strict in applying the standards to both the occupations and the activities. Whereas the first lists that were approved contain such occupations as chief clerks, and office managers, they do not appear in the later lists. For the time being no revision of the individual approved lists are being made; however, these variations will be corrected in future revisions. Changes, corrections and modifications of the definitions for the various activities, described in the List of Essential Activities released in July 1942, have been included in the Essential Lists of Occupations. Thus for example, the activity of "Health and Welfare Services and Equipment" has been changed to "Public Health and Welfare Services." An entirely new activity concerning "Technical and Scientific Services" has also been added.

Plans for Revision

It is the responsibility of the United States Employment Service to keep both the Lists of Essential Activities and Essential Occupations current. Amendments, additions, and deletions will be made from time to time. The latter lists have been prepared in loose leaf form in order that entire sheets may be replaced when deletions or interlinear additions are impracticable.

Any employer, employee, organization, agency, who finds that an occupation that meets the standards described above has been omitted from these Lists of Essential Occupations, may present the facts for consideration in a letter to the War Manpower Commission, Washington, D.C., giving full details, including the specific duties of the occupation in question. Comments and suggestions are not only welcome but essential to further the development of this work. Only through such

assistance will the Lists of Essential Occupations reach the level of usefulness hoped for. A list of essential occupations for Federal Governmental Services will not be issued. Such occupations which are regarded as key positions in accordance with Manpower Directive No. XI constitute the only occupations for which a Federal Governmental Agency may request deferment. Essential occupations indigenous to local and State governments are presently under review by the Technical Committee on Essential Activities and Occupations and may be issued as a List of Essential Occupations in the future. A group number therefore has been assigned to Governmental Services (other than Federal) to make provisions for future developments concerning this activity.

The lists will be amended and improved at the direction of the Committee as rapidly as staff time permits.

On the next page are listed the essential activities with the numbers which each occupational list will bear. At a later date this table will be revised to include also the occupational bulletins to which these lists of essential occupations refer.

LIST OF ESSENTIAL ACTIVITIES

Name of Activity	Group Number
Production of Aircraft and Parts	1
Production of Ships, Boats and Parts	2
Production of Ordnance and Accessories	3
Production of Ammunition	4
Agriculture	5
Processing of Food	6
Forestry, Logging and Lumbering	7
Construction	8
Coal Mining	9
Metal Mining	10
Nonmetallic Mining and Processing and Quarrying	11
Smelting, Refining, and Rolling of Metals	12
Production of Metal Shapes and Forgings	13
Finishing of Metal Products	14
Production of Industrial and Agricultural Equipment	15
Production of Machinery	16
Production of Chemicals and Allied Products	17
Production of Rubber Products	18
Production of Leather Products	19
Production of Textiles	20
Production of Apparel	21
Production of Stone, Clay and Glass Products	22
Production of Petroleum, Natural-Gas and Petroleum and Coal Products	23
Production of Finished Lumber Products	24
Production of Transportation Equipment	25
Transportation Services	26
Production of Materials for Packing and Shipping Products	27
Production of Communication Equipment	28
Communication Services	29
Heating, Power and Illuminating Services	30
Repair Services	31
Health and Welfare Services	32
Educational Services	33
Governmental Services (other than Federal)	34
Technical, Scientific and Management Services	35

N. W. L. Bd.

Memorandum

October 29, 1942

To: Bertha Nienburg
From: Elizabeth Christman and Margaret Kay Anderson

Subject

Conference with Dr. Frank Graham of the National War Labor Board on October 27 regarding the machinery that will ultimately be set up in making job evaluations to apply the principle of "equal pay for equal work" where union and company negotiations fail in putting this principle into practice.

Presentation of proposal that services of Women's Bureau be used in making these job evaluations.

War Labor Board Plans

No machinery has been set up for making job evaluations and not much thought had been given to the mechanics that would be followed because no cases had been referred back on this wage differential issue.

Do not mention in letter

Dr. Graham was interested in the report on the Frigidaire Division of General Motors showing that negotiations are not working out well, and the feeling on the part of the union that the whole wage question will soon be back in "the lap of the WLB". This indicates the trend and the need for planning now for handling of such matters.

Dr. Graham felt no arbitrator could make a decision on wage differentials without calling in technical assistance to go into all ramifications of the problem in each particular case. (There was no discussion as to whom the Women's Bureau representatives would make recommendations and whether they would make the final decisions, but it would seem that a full report with recommendations would be made to the arbitrator on the case and after reviewing the facts he would follow the decision recommended.)

Dr. Graham also pointed out that the union and company involved may call in a third party to make a study of the case.

Proposal of the Women's Bureau

The War Labor Board, being so understaffed that it has no one to do this work, must be provided with additional assistance.

If the Women's Bureau has people who can perform this service it seemed logical to Dr. Graham that their services should be used.

He suggested that a letter be sent to Mr. Davis, Chairman, offering the services of the Bureau. Copies of the letter should also go to Dr. Graham and Mr. Firstin, Executive Secretary.

TITLE 32 — NATIONAL DEFENSE

CHAPTER XVIII — OFFICE OF ECONOMIC STABILIZATION

SUBCHAPTER A — OFFICE OF THE DIRECTOR OF ECONOMIC STABILIZATION

PART 4001 — WAGES AND SALARIES

By virtue of the authority vested in the President by the Constitution and the laws of the United States, and particularly by the Act of October 2, 1942, entitled "AN ACT to amend the Emergency Price Control Act of 1942, to aid in preventing inflation, and for other purposes" (Public No. 729, 77th Congress, 2d Session), the following regulations are hereby promulgated.

Sec. 4001.1. Definitions. — When used in these regulations, unless otherwise distinctly expressed or manifestly incompatible with the intent thereof —

(a) The term "Act" means the Act of October 2, 1942, (Public No. 729, 77th Congress) entitled "AN ACT to amend the Emergency Price Control Act of 1942, to aid in preventing inflation, and for other purposes".

(b) The term "Board" means the National War Labor Board created by Executive Order No. 9017, dated January 12, 1942 (7 F.R. 237)

(c) The term "Commissioner" means the Commissioner of Internal Revenue.

(d) The term "Code" means the Internal Revenue Code, as amended and supplemented.

(e) The term "salary" or "salary payments" means all forms of direct or indirect compensation which is computed on a weekly, monthly, annual or other comparable basis, except a wage basis, for personal services of an employee irrespective of when rendered, including bonuses, additional compensation, gifts, loans, commissions, fees, and any other remuneration in any form or medium whatsoever (excluding insurance and pension benefits in a reasonable amount).

(f) The term "salary rate" means the rate or other basis at which the salary for any particular work or service is computed either under the terms of a contract or agreement or in conformity with an established custom or usage.

(g) The term "wages" or "wage payments" means all forms of direct or indirect compensation which is computed on an hourly or daily basis, a piece-work basis, or other comparable basis, for personal services of an employee irrespective of when rendered, including bonuses, additional compensation, gifts, commissions, loans, fees, and any other remuneration in any form or medium whatsoever (but excluding insurance and pension benefits in a reasonable amount).

(h) The term "insurance and pension benefits in a reasonable amount" means

(1) contributions by an employer to an employees' trust or under an annuity plan which meets the requirements of section 165(a) of the Code, and

(2) amounts paid by an employer on account of premiums on insurance on the life of the employee which amounts are deductible by the employer under section 23(a) of the Code, except that if such amounts are includible in the gross income of the employee under the Code, the amount in respect of each employee may not exceed five percent of the employee's annual salary or wages determined without the inclusion of insurance and pension benefits.

(i) The terms "approval by the Board" and "determination by the Board" shall, except as may be otherwise provided in the regulations or orders of the Board, include an approval or determination by an agent of the Board duly authorized to perform such act; and such approval or determination, if subsequently modified or reversed by the Board, shall nevertheless for the purpose of these regulations, be deemed to have been continuously in effect from its original date until the first day of the payroll period immediately following the reversal or modification or until such later date as the Board may direct.

(j) The terms "approval by the Commissioner" and "determination by the Commissioner" shall, except as

may be otherwise provided in regulations prescribed by the Commissioner, include an approval or determination by an agent of the Commissioner duly authorized to perform such act; and such approval or determination, if subsequently modified or reversed by the Commissioner, shall nevertheless for the purpose of these regulations, be deemed to have been continuously in effect from its original date until the first day of the payroll period immediately following reversal or modification or until such later date as the Commissioner may direct.

Sect. 4001.2. Authority of National War Labor Board — The Board shall, subject to the provisions of sections 1,2,3,4, 8, and 9 of Title II of Executive Order No. 9250, of October 3, 1942, have authority to determine whether any —

(a) Wage payments, or

(b) Salary payments to an employee totaling in amount not in excess of $5,000 per annum where such employee

(1) in his relations with his employer is represented by a duly recognized or certified labor organization, or

(2) is not employed in a bona fide executive, administrative or professional capacity

are made in contravention of the Act, or any rulings, orders or regulations promulgated thereunder. Any such determination by the Board, made under rulings and order issued by it, that a payment is in contravention of the Act, or any rulings, orders, or regulations promulgated thereunder, shall be conclusive upon all Executive Departments and agencies of the Government in determining the costs or expenses of any employer for the purpose of any law or regulation, either heretofore or hereafter enacted or promulgated, including the Emergency Price Control Act of 1942 or any maximum price regulation thereof, or for the purpose of calculating deductions under the revenue laws of the United States, or for the purpose of determining costs or expenses under any contract made by or on behalf of the United States. Any determination of the Board made pursuant to the authority conferred on it shall be final and shall not be subject to review by The Tax Court of the United States or by any court in any civil proceedings.

Sect. 4001.3. Rules, Orders and Regulations of Board. — The Board may make such rulings and issue such orders or regulations as it deems necessary to enforce and otherwise carry out the provisions of these regulations.

Sect. 4001.4. Authority of the Commissioner of Internal Revenue. — The Commissioner shall have authority to determine under regulations to be prescribed by him with the approval of the Secretary of the Treasury, whether any salary payments other than those specified in paragraph (b) of section 4001.2 of these regulations are made in contravention of the Act, or any regulations or rulings promulgated thereunder. Any such determination by the Commissioner, made under such regulations, that a payment is in contravention of the Act, or any rulings or regulations promulgated thereunder, shall be conclusive upon all Executive Departments and agencies of the Government in determining the costs or expenses of any employer for the purpose of any law or regulation, either heretofore or hereafter enacted or promulgated, including the Emergency Price Control Act of 1942 or any maximum price regulation thereof, or for the purpose of calculating deductions under the revenue laws of the United States, or for the purpose of determining costs or expenses under any contract made by or on behalf of the United States. Any determination of the Commissioner made pursuant to the authority conferred on him shall be final and shall not be subject to review by The Tax Court of the United States or by any court in any civil proceedings. No increase in a salary rate approved by the Commissioner shall result in any substantial increase of the level of costs or shall furnish the basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in such price ceilings.

Sect. 4001.5. Rules and Regulations of Commissioner. — The Commissioner may prescribe such regulations with the approval of the Secretary of the Treasury, and make such rulings as he deems necessary, to enforce and otherwise carry out the provisions of these regulations.

Sect. 4001.6. Salary Increases.— In the case of a salary rate of $5,000 or less per annum existing on the date of the approval of these regulations by the President and in the case of a salary rate of more than $5,000 per annum existing on October 3, 1942, no increase shall be made by the employer except as provided in regulations, rulings, or orders promulgated under the authority of these regulations. Except as herein provided, any increase made after such respective dates shall be considered in contravention of the Act and the regulations,

rulings, or orders promulgated thereunder from the date of the payment if such increase is made prior to the approval of the Board or the Commissioner, as the case may be.

In the case, however, of an increase made in accordance with the terms of a salary agreement or salary rate schedule and as a result of

(a) individual promotions or reclassifications,

(b) individual merit increases within established salary rate ranges,

(c) operation of an established plan of salary increases based on length of service,

(d) increased productivity under incentive plans,

(e) operation of a trainee system, or

(f) such other reasons or circumstances as may be prescribed in orders, rulings, or regulations, promulgated under the authority of these regulations,

no prior approval of the Board or the Commissioner is required. No such increase shall result in any substantial increase of the level of costs or shall furnish the basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in such price ceilings.

Sect. 4001.7. Decreases in salaries of less than $5,000. -- In the case of a salary rate existing as of the close of October 3, 1942, under which an employee is paid a salary of less than $5,000 per annum for any particular work, no decrease shall be made by the employer below the highest salary rate paid for such work between January 1, 1942, and September 15, 1942, unless to correct gross inequities or to aid in the effective prosecution of the war. Any decrease in such salary rate after October 3, 1942, shall be considered in contravention of the Act and the regulations, rulings, or orders promulgated thereunder if such decrease is made prior to the approval of the Board or the Commissioner, as the case may be.

Sect. 4001.8. Decreases in salaries of over $5,000. -- In the case of a salary rate existing as of the close of October 3, 1942, under which an employee is paid a salary of $5,000 or more per annum, no decrease in such rate made by the employer shall be considered in contravention of the Act and the regulations promulgated thereunder (see section 5 (b) of the Act); provided, however, that if by virtue of such decrease the new salary paid to the employee is less than $5,000 per annum, then the validity of such decrease below $5,000 shall be determined under the provisions of section 4001.7 of these regulations.

Sect. 4001.9. Limitation on Certain Salaries. -- (a) No amount of salary (exclusive of any amounts allowable under paragraphs (b) and (c) of this section) shall be paid or authorized to be paid to or accrued to the account of any employee or received by him during the taxable year which, after reduction by the Federal income taxes on the amount of such salary, would exceed $25,000. The amount of such Federal income taxes shall be determined (1) by applying to the total amount of salary (exclusive of any amounts allowable under paragraphs (b) and (c) of this section) paid or accrued during the taxable year, undiminished by any deductions, the rates of taxes imposed by Chapter 1 of the Code (not including section 466) as if such amount of salary were the net income (after the allowance of credits applicable thereto), the surtax net income, and the Victory tax net income, respectively, and (2) without allowance of any credits against any of such taxes.

(b) In any case in which an employee establishes that his income from all sources is insufficient to meet payments customarily made to charitable, educational or other organizations described in section 23 (o) of the Code, without resulting in undue hardship, then an additional amount sufficient to meet such payments may be paid or authorized to be paid to or accrued to the account of any employee or received by him during the taxable year even though it exceeds the amount otherwise computed under paragraph (a).

(c) In any case in which an employee establishes that, after resorting to his income from all sources, he is unable, without disposing of assets at a substantial financial loss resulting in undue hardship, to meet payments for the following:

(1) Required payments (excluding accelerated payments) by the employee during the taxable year on any life insurance policies on his life which were in force on October 3, 1942,

(2) Required payments (excluding accelerated payments) made by the employee during the taxable year

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on any fixed obligations for which he was obligated on October 3, 1942.

(3) Federal income taxes of the employee for prior taxable years which are paid during the taxable year, not including Federal income taxes on the allowance under paragraph (a) for any prior year, an additional amount sufficient to meet such payments may be paid or authorized to be paid to or accrued to the account of any employee or received by him during the taxable year, even though it exceeds the amount otherwise computed under paragraph (a).

(d) In the case of an individual who is an employee of more than one person, the aggregate of the salaries received by such individual shall, under such circumstances as may be set forth in regulations promulgated under the authority of these regulations, be treated as if paid by a single employer.

(e) No amount of salary shall be paid or authorized to be paid to or accrued to the account of any employee or received by him after the date of approval of these regulations by the President and before January 1, 1943, if the total salary paid, authorized, accrued or received for the calendar year 1942 exceeds the amount of salary which would otherwise be allowable under paragraph (a) of this section and also exceeds the total salary paid, authorized, accrued or received for the calendar year 1941.

(f) Except as provided in paragraph (e) of this section, the provisions of this section shall be applicable to salary paid or accrued after December 31, 1942, regardless of when authorized and regardless of any contract or agreement made before or after such date.

Sect. 4001.10. Effect of unlawful payments. — (a) If any wage or salary payment is made in contravention of the Act or the regulations, rulings or orders promulgated thereunder, as determined by the Board or the Commissioner, as the case may be, the entire amount of such payment shall be disregarded by the Executive Departments and all other agencies of the Government in determining the costs or expenses of any employer for the purpose of any law or regulation, including the Emergency Price Control Act of 1942, or any maximum price regulation thereof, or for the purpose of calculating deductions under the revenue laws of the United States, or for the purpose of determining costs or expenses of any contract made by or on behalf of the United States. The term "law or regulations" as used herein includes any law or regulation hereafter enacted or promulgated. In the case of wages or salaries decreased in contravention of the Act or regulations, rulings or orders promulgated thereunder, the amount to be disregarded is the amount of the wage or salary paid or accrued. In the case of wages or salaries increased in contravention of the Act or regulations, rulings or orders promulgated thereunder, the amount to be disregarded is the amount of the wage or salary paid or accrued and not merely an amount representing an increase in such wage or salary. In the case of a salary in excess of the amount allowable under section 4001.9 of these regulations which is paid or accrued to an employee during his taxable year in contravention of the Act or regulations, rulings or orders promulgated thereunder, the amount to be disregarded is the full amount of such salary and not merely the amount representing the excess over the amount allowable under such section 4001.9.

(b) Payments made or received in violation of any regulations, rulings or orders promulgated under the authority of the Act are subject to the penal provisions of the Act.

Sect. 4001.11. Exempt employers. — The provisions of sections 4001.6, 4001.7 and 4001.8 of these regulations shall apply only in the case of an employer who employs more than eight individuals.

Sect. 4001.12. Salary Allowances under Internal Revenue Code. — No provision of these regulations shall preclude the Commissioner from disallowing as a deduction in computing Federal income tax any compensation paid by an employer (regardless of the number of employees and of the amount paid to any employee) in excess of a "reasonable allowance" in accordance with the provisions of section 23 (a) of the Code.

Sect. 4001.13. Statutory Salaries and Wages. — These regulations shall be applicable to any salary or wages paid by the United States, any State, Territory or possession, or political subdivision thereof, the District of Columbia, or any agency or instrumentality of any one or more of the foregoing, except where the amount of such salary or wages is fixed by statute.

Sect. 4001.14. Territories and Possessions. — The Board and the Commissioner shall have the authority to exempt from the operation of these regulations any wages or salaries paid in any Territory or possession of the United States where deemed necessary for the effective administration of the Act

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and these regulations

Sect. 4001.15 Regulations of Economic Stabilization Director. -- The director shall have authority to issue such regulations as he deems necessary to amend or modify these regulations.

Sect. 4001.16 Effect of Executive Order No. 9250. -- To the extent that the provisions of Executive Order No. 9250, dated October 3, 1942 (7 F.R. 7871) are inconsistent with these regulations, such provisions are hereby superseded.

JAMES F. BYRNES

Economic Stabilization Director

Approved:

FRANKLIN D. ROOSEVELT

The White House.

October 27, 1942.

(11498)

NATIONAL WAR LABOR BOARD

For immediate release
October 22, 1942 B 262

In a move to stop the pirating of workers with promises of exorbitant wages, the National War Labor Board today unanimously decided that the Executive Order of October 3 prohibits an employer from hiring an individual at a rate higher than the one previously established in his plant for workers of similar skill and productive ability.

The Board announced this decision in the form of General Order #6 which stated that to hire a worker at such a higher rate would be a wage increase within the meaning of Executive Order #9250, and would, therefore, require approval of the Board.

This General Order also provided that if no previous job classification has been established by the employer for the plant involved, "the rate shall be fixed at a level not exceeding that which prevails for similar classifications within the area unless a higher rate is approved by the National War Labor Board."

To answer a large number of inquiries which have arisen concerning the application of three of its General Orders to particular situations, the Board also unanimously decided to issue six interpretations of these orders.

In General Order #3 the Board October 7 tentatively approved all wage increases "put into effect on or before October 3," the date of the Executive Order stabilizing wages. In three interpretations, the Board decided that:

1. Wage increases to be approved under the terms of General Order #3 must have been included in a written agreement entered into on or before October 3 or have been communicated to the employees by formal action on or before that date. To be approved, such increases must have been applicable to work done prior to October 3, though they need not have been reflected in a payroll on or before that date.

2. No increases resulting from the award or decision of an arbitrator or referee made after October 3 is approved under the terms of General Order #3, even though the agreement to arbitrate was made prior to that date.

3. No change in wage rates, unless otherwise exempted, can be made in the future without approval of the Board, even if such changes are called for in collective bargaining agreements. Typical cases are contracts calling for automatic adjustments tied to changes in the cost of living.

In General Order #4 the Board exempted wage adjustments by employers of 8 or less individuals. In two interpretations of this order the Board decided that:

1. This exemption does not apply to employers who own or operate more than one plant or unit if the total number of employees in all these plants or units exceed 8. Chain stores are typical of the employers who are not exempted.

2. The exemption does not apply to employers if the wages, hours, or working conditions of their employees "have been established or negotiated on an industry, association, area or other similar basis, whether by master contract or by separate but similar or identical contracts." If a number of

GENERAL ORDER NO. 1

All increases in wage rates which have been directed by the War Labor Board prior to October 3, 1942, shall be put into effect in accordance with the terms of the Directive Order in each particular case.

GENERAL ORDER NO. 2

The procedures in the National War Labor for the adjustment of labor disputes affecting wages established under Executive Order No. 9017, dated January 12, 1942, shall remain in full force and operation, and in all present or future cases in which the jurisdiction of the Board has attached or shall attach by certification or otherwise, the parties shall be deemed to have given notice within the terms of Title II, Section 1, of Executive Order No. 9250, dated October 3, 1942.

GENERAL ORDER NO. 3

The National War Labor Board hereby approves all increases in wage rates which were put into effect on or before October 3, 1942, provided, however, that the Board reserves the power under the provisions of Title III, Section 3 of the Executive Order to disapprove any such wage rate which it may find to be inconsistent with the policy enunciated in the said Executive Order or hereafter formulated by the Economic Stabilization Director and in case of such disapproval to order the discontinuance of further payment of such wages.

Interpretation No. 1 to General Order No. 3

In General Order No. 3 the words "increases in wage rates which were put into effect on or before October 3" include increases in wage rates which by written agreement entered into on or before October 3, 1942, or by formal action communicated to the employees on or before October 3, 1942, were made applicable to work done prior to October 3, 1942, notwithstanding such increases were first reflected in a payroll subsequent to October 3, 1942.

Interpretation No. 2 to General Order No. 3

Any change in wage rates, regardless of its effective date, which results from the award or decision of an arbitrator or referee made after October 3, 1942 is subject to the provisions of Executive Order No. 9250, dated October 3, 1942, notwithstanding the agreement or order for arbitration or reference was made on or before October 3, 1942.

Interpretation No. 3 to General Order No. 3

Unless otherwise expressly exempted, any change in wage rates provided for in any existing agreement to take effect at some future date or on the happening of some future event, is subject to the provisions of Executive Order No. 9250, dated October 3, 1942, regardless of when the agreement was made.

GENERAL ORDER NO. 4

Wage adjustments made by employers who employ not more than eight (8) individuals are exempted from the provisions of the Executive Order No. 9250 of October 3, 1942.

Interpretation No. 1 to General Order No. 4

The exemption granted by General Order No. 4 to employers who employ not more than eight individuals does not apply to employers who own or operate more than one plant or unit where the aggregate of employees in such plants or units exceeds eight.

Interpretation No. 2 to General Order No. 4

The exemption provided for by General Order No. 4 shall not apply to employers whose employees' wages, hours or working conditions have been established or negotiated on an industry, association, area or other similar basis, whether by master contract or by separate but similar or identical contracts.

GENERAL ORDER NO. 5

Wage adjustments may be made in the rates of individual employees, without approval of the National War Labor Board, if they are incident to the application of the terms of an established wage agreement or to established wage rate schedules covering the work assignments of employees and are made as a result of:

a. Individual promotions or reclassifications

b. Individual merit increases within established rate ranges

c. Operation of an established plan of wage increases based upon length of service

d. Increased productivity under piece-work or incentive plans

e. Operation of an apprentice or trainee system

The Board further finds that adjustments of wages made under this order should not result in any substantial increase of the level of costs and shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in such price ceilings.

Interpretation No. 1 of General Order No. 5

The fixing of a piecerate which was theretofore set only tentatively for trial purposes, and the re-setting of a piece-rate which was found to have been set in the first instance so as to yield less than the regularly established or normal amount prevailing in the plant for that type of job, are each "wage adjustments...incident to the application of the terms of an established wage agreement or to established wage rate schedules" within the meaning of General Order No. 5, and may therefore be made without approval of the National War Labor Board.

GENERAL ORDER NO. 6

(a) The hiring of an individual at a wage rate in excess of the rate previously established in the plant for employees of similar skill and productive ability within the classification in which the individual is employed is a "wage increase" within the meaning of Executive Order No. 9250.

(b) If a wage rate for a job classification has not theretofore been established by the employer for the plant involved, the rate shall be fixed at a level not exceeding that which prevails for similar classifications within the area, unless a higher rate is approved by the National War Labor Board.

EXECUTIVE ORDER

No. 9250

PROVIDING FOR THE STABILIZING OF THE NATIONAL ECONOMY

By virtue of the authority vested in me by the Constitution and the statutes, and particularly by the Act of October 2, 1942, entitled "An Act to Amend the Emergency Price Control Act of 1942, to Aid in Preventing Inflation, and for Other Purposes", as President of the United States and Commander in Chief of the Army and Navy, and in order to control so far as possible the inflationary tendencies and the vast dislocations attendant thereon which threaten our military effort and our domestic economic structure, and for the more effective prosecution of the war, it is hereby ordered as follows:

TITLE I

Establishment of an Office of Economic Stabilization

1. There is established in the Office for Emergency Management of the Executive Office of the President an Office of Economic Stabilization at the head of which shall be an Economic Stabilization Director (hereinafter referred to as the Director).

2. There is established in the Office of Economic Stabilization an Economic Stabilization Board with which the Director shall advise and consult. The Board shall consist of the Secretary of the Treasury, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Labor, the Chairman of the Board of Governors of the Federal Reserve System, the Director of the Bureau of the Budget, the Price Administrator, the Chairman of the National War Labor Board, and two representatives each of labor, management, and farmers to be appointed by the President. The Director may invite for consultation the head of any other department or agency. The Director shall serve as Chairman of the Board.

3. The Director, with the approval of the President, shall formulate and develop a comprehensive national economic policy relating to the control of civilian purchasing power, prices, rents, wages, salaries, profits, rationing, subsidies, and all related matters -- all for the purpose of preventing avoidable increases in the cost of living, cooperating in minimizing the unnecessary migration of labor from one business, industry, or region to another, and facilitating the prosecution of the war. To give effect to this comprehensive national economic policy the Director shall have power to issue directives on policy to the Federal departments and agencies concerned.

4. The guiding policy of the Director and of all departments and agencies of the Government shall be to stabilize the cost of living in accordance with the Act of October 2, 1942; and it shall be the duty and responsibility of the Director and of all departments and agencies of the Government to cooperate in the execution of such administrative programs and in the development of such legislative programs as may be necessary to that end. The administration of activities related to the national economic policy shall remain with the departments and agencies now responsible for such activities, but such administration shall conform to the directives on policy issued by the Director.

TITLE II

Wage and Salary Stabilization Policy

1. No increases in wage rates, granted as a result of voluntary agreement, collective bargaining, conciliation, arbitration, or otherwise, and no decreases in wage rates, shall be authorized unless notice of such increases or decreases shall have been filed with the National War Labor Board and unless the National War Labor Board has approved such increases or decreases.

2. The National War Labor Board shall not approve any increases in the wage rates prevailing on September 15, 1942, unless such increase is necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war.

Provided, however, that where the National War Labor Board or the Price Administrator shall have reason to believe that a proposed wage increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board, shall become effective only if also approved by the Director.

3. The National War Labor Board shall not approve a decrease in the wages for any particular work below the highest wages paid therefor between January 1, 1942 and September 15, 1942, unless to correct gross inequities and to aid in the effective prosecution of the war.

4. The National War Labor Board shall, by general regulation, make such exemptions from the provisions of this title in the case of small total wage increases or decreases as it deems necessary for the effective administration of this Order.

5. No increases in salaries now in excess of $5,000 per year (except in instances in which an individual has been assigned to more difficult or responsible work), shall be granted until otherwise determined by the Director.

6. No decrease shall be made in the salary for any particular work below the highest salary paid therefor between January 1, 1942 and September 15, 1942 unless to correct gross inequities and to aid in the effective prosecution of the war.

7. In order to correct gross inequities and to provide for greater equality in contributing to the war effort, the Director is authorized to take the necessary action, and to issue the appropriate regulations, so that, insofar as practicable, no salary shall be authorized under Title III, Section 4 to the extent that it exceeds $25,000 after the payment of taxes allocable to the sum in excess of $25,000. Provided, however, that such regulations shall make due allowance for the payment of life insurance premiums on policies heretofore issued, and required payments on fixed obligations heretofore incurred, and shall make provision to prevent undue hardship.

8. The policy of the Federal Government, as established in Executive Order No. 9017 of January 12, 1942, to encourage free collective bargaining between employers and employees is reaffirmed and continued.

9. Insofar as the provisions of Clause (1) of section 302 (c) of the Emergency Price Control Act of 1942 are inconsistent with this Order, they are hereby suspended.

TITLE III

Administration of Wage and Salary Policy

1. Except as modified by this Order, the National War Labor Board shall continue to perform the powers, functions, and duties conferred upon it by Executive Order No. 9017, and the functions of said Board are hereby extended to cover all industries and all employees. The National War Labor Board shall continue to follow the procedures specified in said Executive Order.

2. The National War Labor Board shall constitute the agency of the Federal Government authorized to carry out the wage policies stated in this Order, or the directives on policy issued by the Director under this Order. The National War Labor Board is further authorized to issue such rules and regulations as may be necessary for the speedy determination of the propriety of any wage increases or decreases in accordance with this Order, and to avail itself of the services and facilities of such State and Federal departments and agencies as, in the discretion of

the National War Labor Board, may be of assistance to the Board.

3. No provision with respect to wages contained in any labor agreement between employers and employees (including the Shipbuilding Stabilization Agreements as amended on May 16, 1942, and the Wage Stabilization Agreement of the Building Construction Industry arrived at May 22, 1942) which is inconsistent with the policy herein enunciated or hereafter formulated by the Director shall be enforced except with the approval of the National War Labor Board within the provisions of this Order. The National War Labor Board shall permit the Shipbuilding Stabilization Committee and the Wage Adjustment Board for the Building Construction Industry, both of which are provided for in the foregoing agreements, to continue to perform their functions therein set forth, except insofar as any of them is inconsistent with the terms of this Order.

4. In order to effectuate the purposes and provisions of this Order and the Act of October 2, 1942, any wage or salary payment made in contravention thereof shall be disregarded by the Executive Departments and other governmental agencies in determining the costs or expenses of any employer for the purpose of any law or regulation, including the Emergency Price Control Act of 1942 or any maximum price regulation thereof, or for the purpose of calculating deductions under the Revenue Laws of the United States or for the purpose of determining costs or expenses under any contract made by or on behalf of the Government of the United States.

TITLE IV

Prices of Agricultural Commodities

1. The prices of agricultural commodities and of commodities manufactured or processed in whole or substantial part from any agricultural commodity shall be stabilized, so far as practicable, on the basis of levels which existed on September 15, 1942 and in compliance with the Act of October 2, 1942.

2. In establishing, maintaining or adjusting maximum prices for agricultural commodities or for commodities processed or manufactured in whole or in substantial part from any agricultural commodity, appropriate deductions shall be made from parity price or comparable price for payments made under the Soil Conservation and Domestic Allotment Act, as amended, parity payments made under the Agricultural Adjustment Act of 1938, as amended, and governmental subsidies.

3. Subject to the directives on policy of the Director, the price of agricultural commodities shall be established or maintained or adjusted jointly by the Secretary of Agriculture and the Price Administrator; and any disagreement between them shall be resolved by the Director. The price of any commodity manufactured or processed in whole or in substantial part from an agricultural commodity shall be established or maintained or adjusted by the Price Administrator, in the same administrative manner provided for under the Emergency Price Control Act of 1942.

4. The provisions of sections 3(a) and 3(c) of the Emergency Price Control Act of 1942 are hereby suspended to the extent that such provisions are inconsistent with any or all prices established under this Order for agricultural commodities, or commodities manufactured or processed in whole or in substantial part from an agricultural commodity.

TITLE V

Profits and Subsidies

1. The Price Administrator in fixing, reducing, or increasing prices, shall determine price ceilings in such a manner that profits are prevented which in his judgment are unreasonable or exorbitant.

2. The Director may direct any Federal Department or agency including, but not limited to, the Department of Agriculture (including the Commodity Credit Corporation and the Surplus Marketing Administration), the Department of Commerce, the Reconstruction Finance Corporation, and other corporations organized pursuant to Section 5d of the Reconstruction Finance Corporation Act, as amended, to use its authority to subsidize and to purchase for resale, if such measures are necessary to insure the maximum necessary production and distribution of any commodity, or to maintain ceiling prices, or to prevent a price rise inconsistent with the purposes of this Order.

TITLE VI

General Provisions

1. Nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act, the National Labor Relations Act, the Walsh-Healery Act, the Davis-Bacon Act, or the adjustment procedure of the Railway Labor Act.

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2. Salaries and wages under this Order shall include all forms of direct or indirect remuneration to an employee or officer for work or personal services performed for an employer or corporation, including but not limited to, bonuses, additional compensation, gifts, commissions, fees, and any other remuneration in any form or medium whatsoever, (excluding insurance and pension benefits in a reasonable amount as determined by the Director); but for the purpose of determining wages or salaries for any period prior to September 16, 1942, such additional compensation shall be taken into account only in cases where it has been customarily paid by employers to their employees. "Salaries" as used in this Order means remuneration for personal services regularly paid on a weekly, monthly or annual basis.

3. The Director shall, so far as possible, utilize the information, data, and staff services of other Federal departments and agencies which have activities or functions related to national economic policy. All such Federal departments and agencies shall supply available information, data, and services required by the Director in discharging his responsibilities.

4. The Director shall be the agency to receive notice of any increase in the rates or charges of common carriers or other public utilities as provided in the aforesaid Act of October 2, 1942.

5. The Director may perform the functions and duties and exercise the powers, authority, and discretion conferred upon him by this Order through such officials or agencies, and in such manner, as he may determine. The decision of the Director as to such delegation and the manner of exercise thereof shall be final.

6. The Director, if he deems it necessary, may direct that any policy formulated under this Order shall be enforced by any other department or agency under any other power or authority which may be provided by any of the laws of the United States.

7. The Director, who shall be appointed by the President, shall receive such compensation as the President shall provide, and within the limits of funds which may be amde available, may employ necessary personnel and made provision for supplies, facilities and services necessary to discharge his responsibilities.

FRANKLIN D. ROOSEVELT

THE WHITE HOUSE

October 3, 1942 ----------

EXECUTIVE ORDER

No. 9250

PROVIDING FOR THE STABILIZING OF THE NATIONAL ECONOMY

By virtue of the authority vested in me by the Constitution and the statutes, and particularly by the Act of October 2, 1942, entitled "An Act to Amend the Emergency Price Control Act of 1942, to Aid in Preventing Inflation, and for Other Purposes", as President of the United States and Commander in Chief of the Army and Navy, and in order to control so far as possible the inflationary tendencies and the vast dislocations attendant thereon which threaten our military effort and our domestic economic structure, and for the more effective prosecution of the war, it is hereby ordered as follows:

TITLE I

Establishment of an Office of Economic Stabilization

1. There is established in the Office for Emergency Management of the Executive Office of the President an Office of Economic Stabilization at the head of which shall be an Economic Stabilization Director (hereinafter referred to as the Director).

2. There is established in the Office of Economic Stabilization an Economic Stabilization Board with which the Director shall advise and consult. The Board shall consist of the Secretary of the Treasury, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Labor, the Chairman of the Board of Governors of the Federal Reserve System, the Director of the Bureau of the Budget, the Price Administrator, the Chairman of the National War Labor Board, and two representatives each of labor, management, and farmers to be appointed by the President. The Director may invite for consultation the head of any other department or agency. The Director shall serve as Chairman of the Board.

3. The Director, with the approval of the President, shall formulate and develop a comprehensive national economic policy relating to the control of civilian purchasing power, prices, rents, wages, salaries, profits, rationing, subsidies, and all related matters — all for the purpose of preventing avoidable increases in the cost of living, cooperating in minimizing the unnecessary migration of labor from one business, industry, or region to another, and facilitating the prosecution of the war. To give effect to this comprehensive national economic policy the Director shall have power to issue directives on policy to the Federal departments and agencies concerned.

4. The guiding policy of the Director and of all departments and agencies of the Government shall be to stabilize the cost of living in accordance with the Act of October 2, 1942; and it shall be the duty and responsibility of the Director and of all departments and agencies of the Government to cooperate in the execution of such administrative programs and in the development of such legislative programs as may be necessary to that end. The administration of activities related to the national economic policy shall remain with the departments and agencies now responsible for such activities, but such administration shall conform to the directives on policy issued by the Director.

TITLE II

Wage and Salary Stabilization Policy

1. No increases in wage rates, granted as a result of voluntary agreement, collective bargaining, conciliation, arbitration, or otherwise, and no decreases in wage rates, shall be authorized unless notice of such increases or decreases shall have been filed with the National War Labor Board and unless the National War Labor Board has approved such increases or decreases.

2. The National War Labor Board shall not approve any increases in the wage rates prevailing on September 15, 1942, unless such increase is necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities, or to aid in the effective prosecution of the war.

Provided, however, that where the National War Labor Board or the Price Administrator shall have reason to believe that a proposed wage increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board, shall become effective only if also approved by the Director.

3. The National War Labor Board shall not approve a decrease in the wages for any particular work below the highest wages paid therefor between January 1, 1942 and September 15, 1942, unless to correct gross inequities and to aid in the effective prosecution of the war.

4. The National War Labor Board shall, by general regulation, make such exemptions from the provisions of this

title in the case of small total wage increases or decreases as it deems necessary for the effective administration of this Order.

5. No increases in salaries now in excess of $5,000 per year (except in instances in which an individual has been assigned to more difficult or responsible work), shall be granted until otherwise determined by the Director.

6. No decrease shall be made in the salary for any particular work below the highest salary paid therefor between January 1, 1942 and September 15, 1942 unless to correct gross inequities and to aid in the effective prosecution of the war.

7. In order to correct gross inequities and to provide for greater equality in contributing to the war effort, the Director is authorized to take the necessary action, and to issue the appropriate regulations, so that, insofar as practicable, no salary shall be authorized under Title III, Section 4 to the extent that it exceeds $25,000 after the payment of taxes allocable to the sum in excess of $25,000. Provided, however, that such regulations shall make due allowance for the payment of life insurance premiums on policies heretofore issued, and required payments on fixed obligations heretofore incurred, and shall make provision to prevent undue hardship.

8. The policy of the Federal Government, as established in Executive Order No. 9017 of January 12, 1942, to encourage free collective bargaining between employers and employees is reaffirmed and continued.

9. Insofar as the provisions of Clause (1) of section 302 (c) of the Emergency Price Control Act of 1942 are inconsistent with this Order, they are hereby suspended.

TITLE III

Administration of Wage and Salary Policy

1. Except as modified by this Order, the National War Labor Board shall continue to perform the powers, functions, and duties conferred upon it by Executive Order No. 9017, and the functions of said Board are hereby extended to cover all industries and all employees. The National War Labor Board shall continue to follow the procedures specified in said Executive Order.

2. The National War Labor Board shall constitute the agency of the Federal Government authorized to carry out the wage policies stated in this Order, or the directives on policy issued by the Director under this Order. The National War Labor Board is further authorized to issue such rules and regulations as may be necessary for the speedy determination of the propriety of any wage increases or decreases in accordance with this Order, and to avail itself of the services and facilities of such State and Federal departments and agencies as, in the discretion of the National War Labor Board, may be of assistance to the Board.

3. No provision with respect to wages contained in any labor agreement between employers and employees (including the Shipbuilding Stabilization Agreements as amended on May 16, 1942, and the Wage Stabilization Agreement of the Building Construction Industry arrived at May 22, 1942) which is inconsistent with the policy herein enunciated or hereafter formulated by the Director shall be enforced except with the approval of the National War Labor Board within the provisions of this Order. The National War Labor Board shall permit the Shipbuilding Stabilization Committee and the Wage Adjustment Board for the Building Construction Industry, both of which are provided for in the foregoing agreements, to continue to perform their functions therein set forth, except insofar as any of them is inconsistent with the terms of this Order.

4. In order to effectuate the purposes and provisions of this Order and the Act of October 2, 1942, any wage or salary payment made in contravention thereof shall be disregarded by the Executive Departments and other governmental agencies in determining the costs or expenses of any employer for the purpose of any law or regulation, including the Emergency Price Control Act of 1942 or any maximum price regulation thereof, or for the purpose of calculating deductions under the Revenue Laws of the United States or for the purpose of determining costs or expenses under any contract made by or on behalf of the Government of the United States.

TITLE IV

Prices of Agricultural Commodities

1. The prices of agricultural commodities and of commodities manufactured or processed in whole or substantial part from any agricultural commodity shall be stabilized, so far as practicable, on the basis of levels which existed on September 15, 1942 and in compliance with the Act of October 2, 1942.

(11496)

2. In establishing, maintaining or adjusting maximum prices for agricultural commodities or for commodities processed or manufactured in whole or in substantial part from any agricultural commodity, appropriate deductions shall be made from parity price or comparable price for payments made under the Soil Conservation and Domestic Allotment Act, as amended, parity payments made under the Agricultural Adjustment Act of 1938, as amended, and governmental subsidies.

3. Subject to the directives on policy of the Director, the price of agricultural commodities shall be established or maintained or adjusted jointly by the Secretary of Agriculture and the Price Administrator; and any disagreement between them shall be resolved by the Director. The price of any commodity manufactured or processed in whole or in substantial part from an agricultural commodity shall be established or maintained or adjusted by the Price Administrator, in the same administrative manner provided for under the Emergency Price Control Act of 1942.

4. The provisions of sections 3(a) and 3(c) of the Emergency Price Control Act of 1942 are hereby suspended to the extent that such provisions are inconsistent with any or all prices established under this Order for agricultural commodities, or commodities manufactured or processed in whole or in substantial part from an agricultural commodity.

TITLE V

Profits and Subsidies

1. The Price Administrator in fixing, reducing, or increasing prices, shall determine price ceilings in such a manner that profits are prevented which in his judgment are unreasonable or exorbitant.

2. The Director may direct any Federal Department or agency including, but not limited to, the Department of Agriculture (including the Commodity Credit Corporation and the Surplus Marketing Administration), the Department of Commerce, the Reconstruction Finance Corporation, and other corporations organized pursuant to Section 5d of the Reconstruction Finance Corporation Act, as amended, to use its authority to subsidize and to purchase for resale, if such measures are necessary to insure the maximum necessary production and distribution of any commodity, or to maintain ceiling prices, or to prevent a price rise inconsistent with the purposes of this Order.

(1496)

TITLE VI

General Provisions

1. Nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act, the National Labor Relations Act, the Walsh-Healey Act, the Davis-Bacon Act, or the adjustment procedure of the Railway Labor Act.

2. Salaries and wages under this Order shall include all forms of direct or indirect remuneration to an employer or corporation, including but not limited to, bonuses, additional compensation, gifts, commissions, fees, and any other remuneration in any form or medium whatsoever, (excluding insurance and pension benefits in a reasonable amount as determined by the Director); but for the purpose of determining wages or salaries for any period prior to September 16, 1942, such additional compensation shall be taken into account only in cases where it has been customarily paid by employers to their employees. "Salaries" as used in this Order means remuneration for personal services regularly paid on a weekly, monthly or annual basis.

3. The Director shall, so far as possible, utilize the information, data, and staff services of other Federal departments and agencies which have activities or functions related to national economic policy. All such Federal departments and agencies shall supply available information, data, and services required by the Director in discharging his responsibilities.

4. The Director shall be the agency to receive notice of any increase in the rates or charges of common carriers or other public utilities as provided in the aforesaid Act of October 2, 1942.

5. The Director may perform the functions and duties and exercise the powers, authority, and discretion conferred upon him by this Order through such officials or agencies, and in such manner, as he may determine. The decision of the Director as to such delegation and the manner of exercise thereof shall be final.

6. The Director, if he deems it necessary, may direct that any policy formulated under this Order shall be enforced by any other department or agency under any other power or authority which may be provided by any of the laws

of the United States.

7. The Director, who shall be appointed by the President, shall receive such compensation as the President shall provide, and within the limits of funds which may be made available, may employ necessary personnel and make provision for supplies, facilities and services necessary to discharge his responsibilities.

FRANKLIN D. ROOSEVELT

THE WHITE HOUSE

October 3, 1942

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NATIONAL WAR LABOR BOARD

For Immediate Release
September 26, 1942 B 218

The National War Labor Board today issued the formal directive orders in the cases involving the General Motors Corp., and the United Automobile Workers of America, CIO, representing 200,000 workers in 95 plants, and the United Electrical, Radio and Machine Workers of America, CIO, representing 25,000 employees in 8 plants.

The directive orders revealed that, in addition to a general increase of 4¢ an hour, a standard voluntary maintenance of membership clause, and the establishment of the principle that men and women employees should be given equal pay for equal work, all of which were announced September 17, that the Board had also granted the workers a second weeks' vacation with pay after five years of service and had extended the agreement until October 5, 1943.

The agreements with the two unions had previously run for a year-from April to April. The directive orders provided that the wage question might be opened by either party six months from October 5, 1942, "in the event that changes in the national wage policy necessitate adjustments in existing relations."

Dr. George W. Taylor, Vice Chairman of the Board, wrote an opinion on the cases in which he stressed the Board's adoption of the principle of equal pay for equal work by men and women employees. He said that no clause in the contract, no matter how carefully worded, could substitute for cooperation in good faith by parties in individual situations. On the vacation question Dr. Taylor said the following:

"This change in the vacation allowance would ordinarily have merely required a simple addition to the previous clause on this subject. Some further changes have been deemed by the Board to be necessary, however, in order to provide for the eligibility of employees because of the complexities introduced by temporary lay-offs occasioned by shut-downs for conversion during the past year."

Harry L. Derby, Robert F. Black and Almon E. Roth, in a dissenting opinion on the maintenance of membership clause, stated that "the history of collective bargaining does not indicate that union security will promote union responsibility nor closer cooperation between management and labor."

The directive orders of the Board, and Dr. Taylor's and the employer's opinions are attached.

NATIONAL WAR LABOR BOARD

In the Matter of:	:	September 26, 1942
	:	
GENERAL MOTORS CORPORATION	:	
	:	Case No. 128
and	:	(Consolidated with Case No. 125)
	:	
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, CIO	:	

DIRECTIVE ORDER

Pursuant to Paragraph 3 of the Executive Order of January 12, 1942, the Directive Order of the National War Labor Board in the above entitled case is as follows:

1. Union Security

The following provision shall be included in the New Agreement between the parties:

"In order to secure the increased production which will result from greater harmony between workers and employers and in the interest of increased cooperation between union and management, which cannot exist without a stable and responsible union, the parties hereto agree as follows:

"All employees who, 15 days after the date of the directive order of the National War Labor Board in this case are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and those employees who may thereafter become members shall, during the life of the agreement, as a condition of employment, remain members of the Union in good standing.

"The Union shall promptly furnish to the National War Labor Board and to the Corporation a notarized list of members in good standing 15 days after the date of the directive order. If any employee named on that list asserts that he withdrew from membership in the Union prior to that date and any dispute arises, the assertion or dispute shall be adjudicated by an arbiter appointed by the National War Labor Board whose decision shall be final and binding upon the Union and the employees.

"The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and by-laws of the Union) the dispute shall be regarded as a grievance and submitted to the grievance machinery."

2. Wages

(a) There shall be a flat wage increase of four (4) cents per hour.

(b) The flat wage increase and the adjustment of hiring rates shall be made retroactive to April 28, 1942, in accordance with the interim agreement.

(c) Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations.

Any dispute arising as to the question of quality, quantity, or comparability, as herein defined, shall be subject to final determination by an arbitrator appointed by the National War Labor Board; provided, however, that any such dispute which involves an alleged violation of a local wage agreement shall be settled within the procedural framework of the grievance provision in the Agreement.

The parties shall include in the new Agreement the above provisions and in their application shall be guided by the Opinion of the Board in this case.

(d) The following provision shall be included in the new Agreement between the parties:

"New employees shall be hired at a rate no lower than ten (10) cents below the rate of the job classification and shall recieve an automatic increase of five (5) cents at the expiration of thirty (30) days. Every employee who is retained by the Corporation in the job classification shall receive an increase to the rate for the job classification within ninety (90) days or as soon as he or she can meet the standard requirements for an average employee on the job, whichever occurs first, provided however, that deviation from the above rule may be made pursuant to negotiation between the local shop committees and local managements, for jobs requiring more than ninety (90) days to attain average proficiency.

"The foregoing paragraph shall not apply to tool and die rooms or to any job classifications presently covered by upgrading agreements."

3. Night-Shift Bonus

Paragraph (52) in the 1941 Agreement between the parties shall be included in the new Agreement without change.

4. Call-In Pay

The parties shall provide in their new Agreement for a minimum of three (3) hours call-in day.

5. Hours of Work and Overtime Pay

The interim agreement of May 22, 1942, between the parties shall be modified pursuant to Section 2 of Executive Order 9240 "Regulations relating to Overtime Wage Compensation" which directs all federal departments and agencies to "conform the provisions in all existing contracts negotiated, executed or supervised by them to the policies of this Order" to include the following paragraph:

> "No premium wage or extra compensation shall be paid for work on customary holidays except that time and one-half wage compensation shall be paid for work performed on any of the following holidays only: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and either Memorial Day or one other such holiday of greater local importance."

The interim agreement as so modified and the interpretation of the interim agreement of June 22, 1942, shall be included in the new agreement or shall remain in effect as a collateral agreement within the option of the parties.

6. Vacations

The following provision shall be incorporated by the parties in their new Agreement:

> "In lieu of vacation with pay for the year 1942, forty (40) hours' pay at each employee's rate of pay on July 1, 1942, not including overtime and night shift premiums will be paid each factory employee (including employees compensated on group bonus or piece work, based on the average hourly rate for the hours worked between January 1, 1942, and July 1, 1942, exclusive of overtime or night shift premiums*) covered by this Agreement having one year's seniority on July 1, 1942, who is working on that date, or who has been laid off since May 1, 1942, or who has entered military service since July 1, 1942.

"Each factory employee having sufficient seniority, but who would otherwise be ineligible because of conversion lay-offs, shall be eligible if he has worked during 75% of the pay periods during the twelve (12) months preceding the date of his conversion lay-off. Such an employee who has since his lay-off been hired in any plant of the Corporation or in the Yellow Truck and Coach Company, Pontiac Plant, shall be eligible as though he had been recalled to the plant where he acquired seniority. Any such employee who has failed to report for work when he received notice of recall or was offered comparable employment in any plant of the Corporation, or in Yellow Truck and Coach Company, Pontiac Plant, shall forfeit his eligibility under this clause.

"Employees having five (5) or more years seniority as of July 1, 1942 shall receive eighty (80) hours pay in accordance with the above provisions.

"Irrespective of any employment or unemployment on the part of any such employees, such payment shall be made between October 5, 1942, and November 15, 1942, unless the employee elects in writing to take such payment at a later date; but in any event such payment shall be made no later than December 1, 1942."

*Note: This will be computed to include the 4¢ per hour increase for the entire period from January 1, 1942 to July 1, 1942.

7. Performance by Foremen of Work Regularly Done by Employees

The following provision shall be included in the new Agreement between the parties:

"Supervisory employees shall not be permitted to perform work on any hourly-rated job except in the following types of situations: (1) in emergencies, when regular employees are not immediately available; (2) in the instruction or training of employees; and (3) in the performance of necessary work when production difficulties are encountered on a job."

8. Powers of the Umpire

Paragraph (46) in the 1941 Agreement between the parties shall be supplanted by the following provision:

"It shall be the function of the Umpire, after due investigation and within thirty days after submission of the case to him, to make a decision in all claims of discrimination for Union activity or membership and in all cases of alleged violation of the terms of the following sections of this Agreement, and written local or national supplementary agreements on these same subjects: Recognition; Representation; Grievance Procedure; Seniority; Disciplinary Layoffs and Discharges; Call-In-Pay; Working Hours; Leaves of Absence; Union Bulletin Boards; Strikes, Stoppages and Lock-outs; Wages, except Paragraph (96); General Provisions; Upgraders; Paragraph (79) relative to procedures on Production Standards; Paragraphs (94) and (95) relative to employment of laid off General Motors employees; and of any alleged violations of written local or national wage agreements. The Umpire shall have no power to add to or subtract from or modify any of the terms of this Agreement or any agreements made supplementary hereto; nor to establish or change any wage; nor to rule on any dispute arising under Paragraph (78) regarding Production Standards. Any case appealed to the Umpire on which he has no power to rule shall be referred back to the parties without decision."

9. Negotiation of Local Agreements

Paragraph (130) in the 1941 Agreement between the parties shall be supplanted by the following provision:

"With respect to any matter that is to be negotiated locally the Corporation will fully inform the Union and the Union will fully inform the Corporation as to the limits, if any, set by higher authority upon the scope of the local negotiations."

10. Duration of the Agreement

The Agreement between the parties shall continue in effect without change until October 5, 1943; provided, however, that the wage question may be reopened by either party after six months from October 5, 1942, in the event that changes in the national wage policy necessitate adjustments in existing relationships.

11. Remaining Demands

All other demands made by either the Union or the Corporation shall be denied.

/s/ William H. Davis, Chairman

/s/ Frank P. Graham

/s/ George W. Taylor

Concurring except for Paragraph 3 on Night-Shift Bonus

/s/ Wayne L. Morse

Concurring except for Paragraph 2 (a) on Wages and Paragraph 3 on Night-Shift Bonus

/s/ Robert Watt
/s/ Fred Hewitt
/s/ Richard T. Frankensteen
/s/ Thomas Kennedy

Concurring except for Paragraph 1 on Union Security, Paragraph 6 on Vacations, Paragraph 7 on Performance of Work by Foremen, and Paragraph 8 on Powers of the Umpire

/s/ Robert Black
/s/ Almon E. Roth
/s/ H. L. Derby
/s/ Roger Lapham

(SEAL)

NATIONAL WAR LABOR BOARD

In the matter of:	:	
	:	September 26, 1942
GENERAL MOTORS CORPORATION	:	
	:	
and	:	
	:	Case No. 125
UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA - CIO	:	(Consolidated with Case No. 128)

DIRECTIVE ORDER

Pursuant to Paragraph 3 of the Executive Order of January 12, 1942, the Directive Order of the National War Labor Board in the above entitled case is as follows:

1. Union Security

The following provision shall be included in the new Agreement between the parties:

"In order to secure the increased production which will result from greater harmony between workers and employers and in the interest of increased cooperation between union and management, which cannot exist without a stable and responsible union, the parties hereto agree as follows:

"All employees who, 15 days after the date of the directive order of the National War Labor Board in this case are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and those employees who may thereafter become members shall, during the life of the agreement, as a condition of employment, remain members of the Union in good standing.

"The Union shall promptly furnish to the National War Labor Board and to the Corporation a notarized list of members in good standing 15 days after the date of the directive order. If any employee named on that list asserts that he withdrew from membership in the Union prior to that date and any dispute arises, the assertion or dispute shall be adjudicated by an arbiter appointed by the National War Labor Board whose decision shall be final and binding upon the Union and the employees.

"The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and by-laws of the Union) the dispute shall be regarded as a grievance and submitted to the grievance machinery."

2. Wages

(a) There shall be a flat wage increase of four (4) cents per hour.

(b) The flat wage increase and the adjustment of hiring rates shall be made retroactive to April 28, 1942 in accordance with the interim agreement

(c) Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations.

Any dispute arising as to the question of quality, quantity, or comparability, as herein defined, shall be subject to final determination by an arbitrator appointed by the National War Labor Board; provided, however that any such dispute which involves an alleged violation of a local wage agreement shall be settled within the procedural framework of the grievance provision in the Agreement.

The parties shall include in the new Agreement the above provisions and in their application shall be guided by the Opinion of the Board in this case.

(d) The following provision shall be included in the new Agreement between the parties:

"New employees shall be hired at a rate no lower than ten (10) cents below the rate of the job classification and shall receive an automatic increase of five (5) cents at the expiration of thirty (30) days. Every employee who is retained by the Corporation in the job classification shall receive an increase to the rate for the job classification within ninety (90) days or as soon as he or she can meet the standard requirements for an average employee on the job, whichever occurs first, provided however, that deviation from the above rule may be made pursuant to negotiation between the local shop committees and local managements, for jobs requiring more than ninety (90) days to attain average proficiency.

"The foregoing paragraph shall not apply to tool and die rooms or to any job classifications presently covered by upgrading agreements."

3. Night-Shift Bonus

Paragraph (52) in the 1941 Agreement between the parties shall be included in the new Agreement without change.

4. Call-In Pay

The parties shall provide in their new Agreement for a minimum of three (3) hours call-in day.

5. Hours of Work and Overtime Pay

The interim agreement of May 22, 1942 between the parties shall be modified pursuant to Section 2 of Executive Order 9240 "Regulations relating to Overtime Wage Compensation" which directs all federal departments and agencies to "conform the provisions in all existing contracts negotiated, executed or supervised by them to the policies of this Order" to include the following paragraph:

"No premium wage or extra compensation shall be paid for work on customary holidays except that time and one-half wage compensation shall be paid for work performed on any of the following holidays only: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and either Memorial Day or one other such holiday of greater local importance."

The interim agreement as so modified and the interpretation of the interim agreement of June 22, 1942, shall be included in the new agreement or shall remain in effect as a collateral agreement within the option of the parties.

6. Vacations

The following provision shall be incorporated by the parties in their new agreement:

"A vacation with pay for the year 1942 equal to forty (40) hours' pay at each employee's rate on July 1, 1942, not including overtime and night shift premiums will be allowed each factory employee (including employees compensated on group bonus or piece work, based on the average hourly earned rate for the hours worked between January 1, 1942 and July 1, 1942 exclusive of overtime or night shift premium) covered by the Agreement having one year's seniority on July 1, 1942, who is working, or who has been laid off since May 1, 1942, or who has entered military service since July 1, 1942.

"Each factory employee having sufficient seniority, but who would otherwise be ineligible because of conversion lay-offs, shall be eligible if he has worked during 75% of the pay periods during the twelve (12) months preceding the date of his conversion lay-off. Such an employee who has since his lay-off been hired in any plant of the Corporation shall be eligible as though he had been recalled to the plant where he acquired seniority. Any such employee who has failed to report for work when he received notice of recall or was offered comparable employment in any plant of the Corporation, shall forfeit his eligibility under this clause.

"Employees having five (5) or more years seniority as of July 1, 1942 shall receive eighty (80) hours pay in accordance with the above provisions.

"Irrespective of any employment or unemployment on the part of any such employees, such payment shall be made between October 5, 1942, and November 15, 1942, unless the employee elects in writing to take such payment at a later date; but in any event such payment shall be made no later than December 1, 1942."

*Note: This will be computed to include the 4¢ per hour increase for the entire period from January 1, 1942 to July 1, 1942.

7. Duration of the Agreement

The Agreement between the parties shall continue in effect without change until October 5, 1943; provided, however, that the wage question may be reopened by either party after six months from October 5, 1942, in the event that changes in the national wage policy necessitate adjustments in existing relationships.

8. Remaining Demands

All other demands made by either the Union or the Corporation shall be denied.

/s/ William H. Davis, Chairman

/s/ Frank P. Graham

Concurring except for Paragraph 3 on Night-Shift Bonus

/s/
Wayne L. Morse

Concurring except for Paragraph 2 (a) on Wages and Paragraph 3 on Night-Shift Bonus

/s/
Robert Watt /s/ Richard T. Frankensteen
/s/ Fred Hewitt /s/ Thomas Kennedy

Concurring except for Paragraph 1 on Union Security and Paragraph 7 on Vacations.

/s/
Robert Black /s/ H. L. Derby
/s/ Almon E. Roth /s/ Roger Lapham

(SEAL)

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NATIONAL WAR LABOR BOARD

In the matter of:	:	
	:	September 26, 1942
GENERAL MOTORS CORPORATION	:	
and	:	
UNITED AUTOMOBILE, AIRCRAFT & AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, CIO	:	Cases #125 and #128
and	:	
UNITED ELECTRICAL, RADIO & MACHINE WORKERS OF AMERICA, CIO	:	

OPINION OF THE BOARD

OPINION BY: George W. Taylor

The above entitled cases were combined by the National War Labor Board for joint consideration because of the similarity of most of the issues involved. Separate directive orders have been issued for each case. The present opinion refers to certain points in both cases upon which some comment appears to be pertinent.

Wage Issues

A general wage increase of $.04 per hour has been provided to all employees covered by the cases and it is the intention of the Board that the $.04 increase in question will be made in the present rates of all job classifications. This general wage increase and the adjustment in hiring rates have been made retroactive to April 28, 1942 in accordance with the interim order of May 22, 1942 between the parties which reads, in part, "other economic concessions and any wage adjustments shall be retroactive to April 28, 1942."

Wage Rates for Female Employees

The National War Labor Board has accepted the general principle that wages should be paid to female employees on the principle of equal pay for equal work. It believes that there should be no discrimination between employees whose production is substantially the same on comparable jobs. This is not a new principle. It was enunciated by the War Labor Board set up in 1917 to deal with industrial problems arising during the first World War. Our country will depend in this war more and more upon its women to produce the materials with which its men will fight. In calling upon American women to play such a vital role on the industrial front, the country has an obligation to provide the utmost assurance that they will not be subject to discriminatory treatment in their compensation. Careful attention must be given to the equitable effectuation of this principle.

The Board has directed the parties to include in their new agreement a provision that wage rates for women shall be the same as for men where they do work of comparable quantity and quality in comparable occupations. The wording of this paragraph in the Directive Order indicates the impropriety of using slight or inconsequential changes in a job as a

reason for setting up a wage differential against women employees. Wage-setting on such a basis is not compatible with the principle of equal pay for equal work. The Board wishes to stress, however, that the definition embodied in its Directive Order on this issue is not related solely to the physical characteristics of the operation performed. The quality and quantity of production must also be considered. Female employees assigned to an operation which has been or which is performed by men should receive the same pay when they produce the same quality and quantity of output. Any differential which results in lower pay to women under such conditions would be discriminatory. On the other hand, where lower production or performance standards must be established for women, an adjustment of wage rates is compatible with equal pay for equal work.

The Board has already, in the case involving Norma-Hoffman Bearings Corporation and the United Electrical, Radio and Machine Workers of America, CIO, and more recently in the case of the Brown and Sharpe Manufacturing Company and the International Association of Machinists, AFL, taken cognizance of the fact that it is often impossible or inadvisable for female employees to undertake heavy physical labor which has been established as a part of certain jobs when performed by men. In such cases, the employment of women workers may entail extra supervision, extra set-up men, or extra carry-off men. As pointed out in the Brown and Sharpe opinion, extra labor costs can be computed in these circumstances and can be given pro-rata weight in establishing an equitable rate of pay for the female workers. Such an adjustment of rates is in line with the equal pay for equal work principle where it is necessary to prevent an increase in unit labor costs. On the other hand, such a division of work and specialization of tasks may frequently be made without increasing labor costs even though the female employees continue to receive the established rate for the operation. In such cases, there is no sound basis for setting a differential rate against the femal employee. Such division of tasks has often been used on jobs manned by male employees as a means of reducing unit costs while maintaining hourly rates. There are sound reasons therefore for guarding against the use of the procedure to cut women's rates under such circumstances.

The previous discussion indicates some of the factors which must be taken into account in equitably effectuating the principle of "equal pay for equal work". This matter cannot be entirely disposed of by any clause, no matter how carefully it may be worded. The principle of equal pay for equal work must be worked out in individual situations by parties who co-operate in good faith to secure the desired objective. Even under such circumstances, there may be honest differences of opinion. It is in recognition of this fact that the Board has provided in this case that certain disputes regarding the rates established for women employees shall be treated as grievances and handled through the established grievance procedure. In the case involving the U.A.W. such cases are ultimately subject to umpire determination insofar as they may represent a question of compliance with a local wage agreement. The Board has further provided in the U.A.W. case that any dispute as respects rates for female employees which does not properly fall within the jurisdiction of the umpire, as provided in the agreement between the parties, shall be finally determined by an arbitrator appointed by the Board.

The Board has excluded wage rate adjustments for women's work from the retroactive provision of the Directive Order, because it believes that rates for women already established should be presumed to be correct in the absence of concrete and specific evidence that the rate has been established in violation of the principle of equal pay for equal work. Where such evidence is submitted and an adjustment is agreed to or is made by a decision of the umpire or arbitrator, the question of retroactive pay may best be left to the agreement or the decision, as the case may be.

Hiring Rates for New Employees

The Board has included in its Directive Order a provision that new employees shall be hired at a rate not lower than 10 cents below the rate of the job classification; that they shall receive an automatic increase of 5 cents at the expiration of 30 days; and that every employee shall receive an increase to the rate for the job classification within 90 days or as soon as he or she can meet the standard requirements for an average employee on the job, whichever occurs first. This, too, is not a new problem. The Union has consistently attempted to establish through direct negotiations with the Corporation a minimum rate for new employees in relation to the established rate for the job classification prior to the employee's receiving the established rate. The Union raised this problem before the National Defense Mediation Board in April, 1941, and urged that a uniform system of paying new employees be adopted. The Corporation was reluctant to accept the Union's point of view on this issue and maintained that this was a problem that could and should be worked out satisfactorily on a local basis. The Union accepted the Corporation's point of view and withdrew its demand. It has become apparent, however, that it is very difficult for the parties to agree upon necessary changes in past practices in this respect through local negotiations.

The Board has felt it to be necessary to provide a hiring rate procedure which would eliminate the practice, at some plants, of paying recently hired employees at considerably less than the classification rate long after they had acquired average competence on a job. Such a wage differential cannot be justified on any equitable grounds. At the same time, the Board has recognized the necessity of assuring that regular rates are not paid to employees prior to the time when they are able to meet the standard requirements of the average experienced man on the job.

The Board believes that the provision on hiring rates included in this Directive Order meets the problem raised by the Union while fully protecting the rights of the Corporation. The Board stresses the fact that job classifications presently covered by up-grading agreement, as well as tool and die jobs, are expressly excluded from the provision. Moreover, the Board has provided that deviation from the rules laid down in the provision may be negotiated when this is required by local conditions, and the Board wishes to make very clear that it has no intention of requiring the Corporation to pay the regular rate to a new employee after ninety days when the job is such that average competence cannot be acquired in ninety days.

Vacation Allowance

The Board has approved the Union's request that employees having one year of seniority shall receive forty hours pay in lieu of vacation, while employees with five or more years seniority shall receive eighty hours pay. The clause in the previous agreement provided only for forty hours pay for employees having at least one year's seniority.

This change in the vacation allowance would ordinarily have merely required a simple addition to the previous clause on this subject. Some further changes have been deemed by the Board to be necessary, however, in order to provide for the eligibility of employees because of the complexities introduced by temporary lay-offs occasioned by shut-downs for conversion during the past year.

The Board has determined to use the clause of the previous agreement as the basis for its order, making such changes and additions as were deemed to be necessary to meet the problems incident to the conversion layoffs.

OPINION BY: s/ George W. Taylor

NATIONAL WAR LABOR BOARD

For immediate release
August 24, 1942 B 165

The National War Labor Board today ordered the Norma-Hoffman Bearings Corporation, Stamford, Conn., to increase hourly and piece work rates of its 1,260 employees 7½% retroactive to February 24. The United Electrical, Radio and Machine Workers of America, CIO, which represents the employees, had requested a 10¢ an hour general increase.

The Board also ordered a maintenance of membership provision which allows the union members 15 days during which they can resign if they do not wish to be bound, and prohibits coercion of employees into the union. The order also provided a 55¢ an hour starting rate for men and 45¢ for women, equal wages for women when they "fully perform all of the tasks previously performed by men", and changes in the grievance procedure.

The Board's decision was reached by a 4 to 2 vote, Emil Rieve and Robert J. Watt, labor members, dissenting. Wayne L. Morse, public member wrote the opinion for the majority, which was composed of himself, Frank P. Graham, public member, Roger D. Lapham and Cyrus Ching, employer members.

In his opinion, Dean Morse pointed out that between January 1, 1941 and May 1942 the workers had received an increase of 9% in their wage rates and were, therefore, entitled to an additional 6% under the cost of living factor in the Board's wage stabilization program. He said that the additional 1½% was granted to "remove the glaring wage inequalities found to exist in the plant". He explained that wage studies had shown that the wages of this plant were 10% below the average for the same industry in the local area and 20% below the average for the bearing idustry nationally.

"After reviewing these figures," Dean Morse stated, "the Board was convinced that the wage recommendations of the panel were fair and reasonable in that a 6 per cent cost-of-living increase, combined with a 1½ per cent further increase, would as far as is practicable remove the glaring inequalities found to exist in the plant. It is obvious that this Board could not attempt to remove completely all wage inequalities. It would be an impossible task to adjust wage rate structures in the cases which come before the Board to such a degree of equality as to eliminate all inequities. It is only in respect to major inequalities that the Board hopes to be able to make wage adjustments. The Board, therefore, must rely upon a standard of what is fair and reasonable in light of the facts and circumstances brought to its attention in each case. Time does not permit withholding a decision in a given dispute pending the completion of a scientific job analysis and wage rate study.

"The primary task of the Board is to render decisions without unnecessary delay to the end of terminating disputes which threaten maximum production and thereby interfere with the war effort. It proposes to apply common-sense principles of equity in doing its job. It is to be expected

that both labor and management will find from time to time that the application of a decision of the Board may not work to their liking in a given case. However, in such instances both parties to a labor dispute must remember that time is of the essence in this war and that therefore the War Labor Board must settle disputes which come before it as quickly as it can upon the basis of broad principles of fairness and right. Differences over minor matters of detail which may flow from applying a decision of the Board should be set aside until this war is won.

"The Board is satisfied that the wage increase recommended by the majority of the panel and approved by the Board in this case is a fair and reasonable settlement of the wage dispute. It is also satisfied that the good faith ofthe parties to the dispute is such that they will have little difficulty in carrying out the spirit and intent of the provisions of the directive order."

In its order the Board followed the recommendations of the majority of its mediation panel, which was composed of Professor M. T. Van Hecke, representing the public, and S. L. Thomsen, representing industry. John Brophy, representing labor, had recommended an increase of 10¢ an hour and starting rates of 60¢ an hour for men and 50¢ for women.

The directive order of the Board and Dean Morse's opinion are attached.

NATIONAL WAR LABOR BOARD

In the Matter of:	:	August 24, 1942
NORMA-HOFFMANN BEARINGS CORPORATION	:	
and	:	
UNITED ELECTRICAL, RADIO, AND MACHINE WORKERS OF AMERICA, CIO, LOCAL NO. 219	:	Case No. 120

DIRECTIVE ORDER

Under the provisions of Paragraph 3 of the Executive Order of January 12, 1942, the majority report and recommendations of the panel in the above-entitled case are hereby approved and with certain additions thereto made the directive order of the National War Labor Board as follows:

1. The parties shall execute within a reasonable time a new collective bargaining contract to replace the contract of June 21, 1937. This contract shall embrace all terms agreed upon prior to the beginning of mediation proceedings before the panel on June 9, 1942. It shall also contain all terms agreed upon during mediation proceedings before the panel, in accordance with the parties' agreement signed June 13, in the form of a "Statement of Issues and Mediation Progress."

2. The starting rate for men shall be fifty-five cents (55¢) per hour; for women forty-five cents (45¢) per hour.

3. Retroactive to February 24, 1942, there shall be an overall increase in hourly and piecework rates of seven and one-half per cent (7½%), computed on the hourly and piecework rates now in effect (July 18, 1942). This provision shall accrue to the benefit of all persons employed by this company on or after February 24, 1942.

4. When women take the places of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced. Where, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of machines a recognized differential based upon proper time studies shall be established. If the Union deems the differential to be improper, the question shall be disposed of under the grievance procedure.

5. In order to secure the increased production which will result from greater harmony between workers and employers and in the interest of increased cooperation between union and management, which cannot exist without a stable and responsible union, the parties hereto agree as follows:

All employees who, fifteen (15) days after the date of the National War Labor Board's directive order in this matter, are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and all employees who thereafter become members, shall, as a condition of employment, remain members of the Union in good standing for the duration of this contract.

The Union shall promptly furnish the National War Labor Board a notarized list of its members in good standing as of the fifteenth (15th) day after the date of the National War Labor Board's directive order in this matter. If any employee named on that list asserts that he withdrew from membership in the Union prior to that day, and any dispute arises, or if any dispute arises as to whether an employee is or is not a meber of the Union in good standing, the question as to withdrawal or good standing, as the case may be, shall be adjudicated by an arbiter appointed by the National War Labor Board, whose decision shall be final and binding on the Union, the employee, and the Company.

The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any war contrary to the constitution and by-laws of the Union), the dispute shall be regarded as a grievance and submitted to the grievance machinery, and, if necessary, to the final determination of an arbitrator appointed by the National War Labor Board in the event that the collective-bargaining agreement does not provide for arbitration.

6. Grievances taken up through the grievance procedure shall be disposed of promptly, not later, however, than two (2) days after presentation at the first stage, three (3) days at the second and third stages, respectively, and five (5) days at the fourth stage. At the first stage, the grievance shall be taken up between the employee and the foremen, with or without the participation of the Union shop steward, as the employee desires.

7. Three (3) days' notice shall be given to the appropriate officer of the Union of any lay-off for lack of work.

8. The Company retains the right to discharge and discipline its employees for just cause. In every case of discharge or disciplinary action, however, the appropriate officer of the Union shall be immediately notified by the Company. Any complaint with reference to any discharge or disciplinary action shall be presented to the superintendent of the plant or his designated representative within two (2) days thereafter. If the matter is not satisfactorily adjusted within two (2) days after such presentation, it shall be taken up through the grievance procedure beginning with the second stage.

9. Any member of the Union elected or appointed as a full-time officer of the Local or International Union shall be given a leave of absence by the Company, without pay, for one year. No such leave of absence shall entail any loss of seniority during that year. Not more than one (1) employee shall be eleigible for such leave of absence in any one year.

CONCURRING:

/s/Frank P. Graham

/s/Wayne L. Morse

/s/Roger D. Lapham

/s/Cyrus Ching

DISSENTING:

/s/ Emil Rieve

/s/ Robert J. Watt

(S E A L)

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NATIONAL WAR LABOR BOARD

In the Matter of:	:	August 24, 1942
NORMA-HOFFMANN BEARINGS CORPORATION	:	
and	:	Case No. 120
UNITED ELECTRICAL, RADIO, AND MACHINE WORKERS OF AMERICA, CIO, LOCAL NO. 219	:	

The directive order in this case was approved by a majority of the National War Labor Board consisting of Frank P. Graham, Wayne L. Morse, Roger D. Lapham, and Cyrus Ching. Those dissenting were Emil Rieve and Robert J. Watt. Mr. Wayne L. Morse, public member, was designated to write the following opinion for the Board.

OPINION

The parties in this case have been in disagreement over numerous issues. Many of their problems have been settled through hearings before the National War Labor Board's mediation panel. However, the parties were unable to reach an agreement upon the following Union demands, which therefore came before this Board for final determination:

"1. Wages - including reopening of the question upon each five point increase in the cost of living according to Bureau of Labor Statistics figures; overtime at time and one-half on the sixth and double time on the seventh consecutive day; and retroactive date.

"2. Union shop and voluntary check-off.

"3. Definition of a grievance; and time limitations for the successive steps in the grievance procedure.

"4. Intervention of the shop steward at the first step of the grievance procedure; top seniority for stewards and committeemen; and notice to stewards of lay-offs and discharges.

"5. Notice of discharge for just cause and of disciplinary lay-offs, in addition to notice of dismissal for lack of work.

"6. Leave of absence for one year without loss of seniority for one man when elected to Local or International Union office.

"7. Four hours work or pay for workers not notified not to report."

The case was certified to the National War Labor Board on April 24, 1942, after a long history of negotiations dating back to September of 1941. After certification to this Board, the case was referred to a mediation panel of the Board consisting of Professor M. T. Van Hecke, representing the public, Mr. John Brophy, representing labor, and Mr. S. L. Thomsen, representing industry.

During a four-day meeting with the panel the parties presented their arguments and views. When it was found that complete agreement could not be reached by the parties, the panel filed a report with the National War Labor Board setting forth its recommendations on each of the seven issues. The panel was unanimous as to its recommendations on all issues except wages and union security. The labor representative on the panel dissented as to those two issues.

After a thorough consideration of the panel's report, the War Labor Board, by a vote of 4 to 2, approved and adopted the report of the panel and issued a directive order based thereon.

Wage Issue

Upon the wage issue the Board approved the following majority recommendations of the panel:

1. The starting rates shall be fifty-five cents (55¢) per hour for men and forty-five cents (45¢) per hour for women.

2. There shall be an over-all increase in hourly and piecework rates of seven and one-half percent (7½%) computed upon the hourly and piecework rates in effect upon the date of the panel's recommendation (July 13, 1942).

The Board also approved the following unanimous recommendations of the panel:

1. The wage increases granted herein shall be retroactive to February 24, 1942.

2. When women take the place of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced. Where, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of

heavy machinery, a recognized differential based upon proper time studies shall be established. If the Union deems the differential to be improper, the question shall be disposed of under the grievance procedure.

3. Whenever, during the period of this contract, the cost of living, as reflected by the reports published by the U. S. Department of Labor, shall rise five (5) points over the index figures for June, 1942, the question of an increase in wage rates may be reopened for discussion and negotiation.

The War Labor Board rejected the minority recommendations of the Labor member that:

1. The starting rate shall be sixty cents (60¢) per hour for men and fifty cents (50¢) per hour for women.

2. There be a ten cent (10¢) per hour over-all increase in piecework rates.

3. The starting rates mentioned above be automatically increased by five cents (5¢) in three (3) months and again by five cents (5¢) in six (6) months from the date upon which employment began.

4. Overtime be paid at the rate of time and one-half on the sixth and double time on the seventh consecutive day worked.

In approving the increases recommended by the majority of the panel, the Board was governed by two considerations. One was the increased cost of living; the other, certain inequalities which exist in this plant. In the "Little Steel" case the National War Labor Board set up a wage stabilization formula which basically provided that if an appropriate group of employees had not received wage increases from January 1, 1941, to May, 1942, equal to or in excess of the 15 per cent national increase in cost of living for that period of time, a general wage increase would be granted by the Board which would raise the wages of that group to the level of a 15 per cent increment over their January 1, 1941, hourly wage rate. An analysis of the facts of this case indicates that in February, 1941, the average hourly rates of the workers in this plant were increased by 9 per cent. Thus, under the stabilization formula the workers are entitled to an increase of 6 per cent.

Unless the wages of these workers are substandard or unless the workers suffer from inequalities, they are not entitled to further wage increases under the Board's wage stabilization formula as it now exists. In the instant case there has been no contention that the wages are substandard; and therefore if any wage increase is to be granted, it must be upon the basis of the existence of wage inequalities within the

Company's wage structure. On the question of wage inequalities, the panel presented the Board with comparisons between the wages paid by this Company and those paid by comparable companies in the same area. These statistics demonstrated that the wages paid by the Norma-Hoffmann Bearings Corporation are more than 10 per cent below the average for the same industry in the local area.

A tabulation by the panel comparing the combined average hourly earnings for thirty selected occupations in eleven bearings manufacturing plants and similar occupations in the Norma-Hoffmann plant indicated that "the average hourly earnings at Norma-Hoffmann exclusive of shift differentials or overtime appear to be 20 per cent below the average for the bearing industry nationally."

After reviewing these figures, the Board was convinced that the wage recommendations of the panel were fair and reasonable in that a 6 per cent cost-of-living increase, combined with a 1½ per cent further increase, would as far as is practicable remove the glaring wage inequalities found to exist in the plant. It is obvious that this Board could not attempt to remove completely all wage inequalities. It would be an impossible task to adjust wage rate structures in the cases which come before the Board to such a degree of equality as to eliminate all inequities. It is only in respect to major inequalities that the Board hopes to be able to make wage adjustments. The Board, therefore, must rely upon a standard of what is fair and reasonable in light of the facts and circumstances brought to its attention in each case. Time does not permit withholding a decision in a given dispute pending the completion of a scientific job analysis and wage rate study.

The primary task of the Board is to render decisions without unnecessary delay to the end of terminating disputes which threaten maximum production and thereby interfere with the war effort. It proposes to apply common-sense principles of equity in doing its job. It is to be expected that both labor and management will find from time to time that the application of a decision of the Board may not work to their liking in a given case. However, in such instances both parties to a labor dispute must remember that time is of the essence in this war and that therefore the War Labor Board must settle disputes which come before it as quickly as it can upon the basis of broad principles of fairness and right. Differences over minor matters of detail which may flow from applying a decision of the Board should be set aside until this war is won.

The Board is satisfied that the wage increase recommended by the majority of the panel and approved by the Board in this case is a fair and reasonable settlement of the wage dispute. It is also satisfied that the good faith of the parties to the dispute is such that they will have little difficulty in carrying out the spirit and intent of the provisions of the directive order.

The Board by its directive order amended the panel recommendations as to retroactivity to the extent that it has determined that the wage increases shall be retroactive as to all persons employed by the Company on or after February 24, 1942.

Union Security

The Union requested a union shop clause with voluntary checkoff; the Company contended that no union security clause was necessary and resisted the voluntary checkoff. The panel has unanimously recommended that the parties be ordered to include the following provision in their contract:

> "All employees who, fifteen (15) days after the date of the National War Labor Board's directive order in this matter, are members of the Union in good standing in accordance with the constitution and by-laws of the Union, and all employees who thereafter become members, shall, as a condition of employment, remain members of the Union in good standing for the duration of this contract.
>
> "The Union shall promptly furnish the National War Labor Board a notarized list of its members in good standing as of the fifteenth (15th) day after the date of the National War Labor Board's directive order in this matter. If any employee named on that list asserts that he withdrew from membership in the Union prior to that day, and any dispute arises, or if any dispute arises as to whether an employee is or is not a member of the Union in good standing, the question as to withdrawal or good standing, as the case may be, shall be adjudicated by an arbitor appointed by the National War Labor Board, whose decision shall be final and binding on the Union, the employee, and the Company."

The Board approves the recommendation of the majority but in its directive order has prefixed this sentence to the union security provision:

> "In order to secure the increased production which will result from greater harmony between workers and employers and in the interest of increased cooperation between Union and management, which cannot exist without a stable and responsible union, the parties hereto agree as follows:"

The Board has also determined that the following paragraph shall be added to the maintenance of membership clause recommended by the panel:

> "The Union agrees that neither it nor any of its officers or members will intimidate or coerce employees into membership in the Union. If any dispute arises (as to whether there has been any violation of this pledge or whether any employee affected by this clause has been deprived of good standing in any way contrary to the constitution and by-laws of the Union), the dispute shall be regarded as a grievance and submitted to the grievance machinery, and, if necessary, to the final determination of an arbitrator appointed by the National War Labor Board in the event that the collective-bargaining agreement does not provide for arbitration."

The National War Labor Board wishes to make clear that the granting of union maintenance is not an automatic reaction to a demand for some sort of union security; it is granted only after a thorough examination of the merits of the case and careful deliberation. The Board, before granting such a clause, must be of the opinion that it will result in industrial harmony and increased cooperation between management and union. The Board must also have ascertained to its satisfaction that the union is a responsible organization capable of fulfilling all of its obligations to its members, the management, and the Board. The Union in this case meets such tests.

In case No. 46 the War Labor Board in its opinion on union security made the following statements:

> "The maintenance of membership, the maintenance of the contract and the maintenance of production are parts of the interconnection of freedom and security, justice and democracy, production and victory. This maintenance of membership clause provides, during this war, for a free and fair basis for responsible union-management cooperation for all-out production. Management in the war industries has the guarantee for the duration of the war of continuous business without the usual risks to investments. The unions, with the unusual risks of the war pressure against strikes and general wage increases, except in the nature of equitable adjustments, need some security against disintegration under the impact of war. It is in the interest of equity that the union, which might win by a strike, the more complete security of the union shop or even the closed shop, be assured the maintenance of the membership which it already has or may voluntarily acquire. It is in the interest of war production that the peaceful mediation and arbitration of this crucial issue by a public board be substituted for strikes and private wars in the midst of the war against Hitler and the Axis powers.

> "Finally, this maintenance of membership provides three basic guarantees; first, it guarantees democracy in America against the tragedy both of the disintegration of responsible unions during the war and against the defenselessness of industrial workers after the war; second, it guarantees, through responsible union leadership and stable union membership in the crucial transition from war to peace, against a violent revolution and the rise in America of a Fascist, Communist, or imperialistic dictatorship; and third, it affords one of our chief hopes that the all-out production for destruction in winning the war for freedom shall be converted into all-out production for winning the peace and for organizing plenty for America and for the stricken and hungry peoples still hopeful for freedom, justice and peace all over the world."

In the "Little Steel" case the Board in its opinion on union security pointed out that the voluntary maintenance of membership not only protected the liberty of individuals to determine whether they would be union members but also by virtue of the binding effect of the choice provides

> ". . . for the larger liberty of the members in a secure and stable union. Membership in any organization necessarily imposes restrictions. A free union like our free society, derives its freedom from the consent of the governed and from the subordination of personal rights to the general welfare of all the members of the union. Limitations on individual rights are, by the very nature of organized society, the basis of civilization itself. Some limitations on the individual liberty of workers are self-imposed for the larger liberty of the independence, dignity, self-expression, and creative cooperation of workers in labor unions through which they have won and are winning a larger share in the economic, social, and spiritual things by which men work and live, and for which they hope and dream for themselves and their children."

There have been no facts introduced to lead this Board to any conclusion other than that this Union is responsible and properly run. The history of its relationship with the Company indicates that there has been in the past considerable friction and probably some hostility towards the Union on the part of the Company. The National War Labor Board feels that by granting a maintenance of membership clause it will remove any fear on the part of the workers that the Company will use the no-strike agreement as a method of weakening the Union. Fifteen days from the date of the directive order in this case the question of union membership will no longer be moot. Complete concentration of all concerned can be given to the problem of producing war materials and winning the war.

The minority recommendation of the labor member that the parties include a provision for voluntary checkoff in their contract is rejected by the Board. The Board feels that the maintenance of membership will sufficiently protect the Union's security and that the checkoff is not required by the facts of this case.

Other Issues

The National War Labor Board in its directive order has approved and adopted the unanimous panel recommendations as to grievance procedure, notice to Union of lay-off, discharge, and disciplinary action, and leaves of absence. It is sufficient to say that the Board concurs in the wisdom of these recommendations and the panel's reasoning thereon.

OPINION BY: s/ Wayne L. Morse

INSTRUCTIONS

This form is to be used for requesting a ruling from the National War Labor Board on any question as to whether or not a proposed wage adjustment requires the approval of the National War Labor board. Separate forms should be prepared for rulings on different types of approval questions. Five copies of the forms should be prepared and submitted to the nearest district office of the Wage and Hour Division of the Department of Labor,

1. Enter the name of the employer for whose employees the wage adjustment is proposed. If this request is being submitted by an employee or group of employees, the name entered in item I may be other then the true name or trade name of the employer. If this request for ruling is being submitted by this employer, the true name of the employer should be entered: if the employer is an individual enter his name as an individual; if a partnership, enter the names of the partners; if a corporation, enter the official name of the corporation; if a trust or estate, enter the name of the trust or estate in itme I and the name of the administrator or fiduciary in item 2.

2. If this request is being submitted by the employer and the trade name of the employer is different than the true name as given in item 1, enter the trade name in item 2.

3. Enter the address of the employer.

4. Enter the address of establishments for which rulings are requested if these differ from entry in item 3.

5. Describe the question on which a ruling is requested.

   (a) If the question is whether this employer employs more than 8 individuals, give the number of workers now on the payroll of this employer and the greatest number of workers on the payroll of this employer, as of any given date during each month of the last 12 completed calendar months, and indicate the nature of the question on which a ruling is requested.

   (b) If the question is whether a proposed increase consits of individual promotions or classifications or of individual merit increases within established rate ranges, or the operation of an established plan of wage increases based upon length of service, describe fully the proposed increases, the established wage agreement or wage rate schedule within which the proposed increases are to be made, and the nature of the question on which a ruling is requested.

(c) If the question is whether the proposed increase is the result of increased productivity under piecework or incentive plans, describe the proposed increases and the plan under which such increases are proposed, and indicate the nature of the question on which a ruling is requested.

(d) If the question is whether the proposed increase is the result of the operation of an apprentice or trainee system, describe the proposed increase and the established schedule of wage rates applicable to the apprentice or trainee-system, and indicate the nature of the question on which a ruling is requested.

(e) If the question is other than one of those covered by the above instructions, describe in full the nature of the question on which a ruling is requested, and give all the information which is considered pertinent to a decision.

6. This request should be signed by the individual or representative of the employer or employee group requesting the ruling. If signed by a representative of the employer or an employee group, give title of person signing.

7. Give address of individual signing request.

8. Enter date request is submitted.

9. Individuals signing request should indicate their status by a check-mark in the appropriate space. Kindly read carefully. NOTE on face of request form.

National War Labor Board
Form NWLB 1
(10-42)

REQUEST FOR RULING AS TO WHETHER A PROPOSED WAGE ADJUSTMENT IS SUBJECT TO APPROVAL OF NATIONAL WAR LABOR BOARD

Do not use this space

1. True name of employer_____ Number_____

2. Trade name of employer_____ City_____

3. Address of employer_____ _____
Street City State

4. Address of establishment(s) for which a ruling is requested._____

5. Describe in full detail the question on which a ruling is requested:
(See instructions).

_____

_____

_____

_____

_____

_____

_____

(Attach additional sheets if necessary)

Signature and address of individual or representative of organization requesting ruling:

6. Name_____ Title_____

7. Address_____ 8, Date of request_____

9. Is the person requesting this ruling(check one): An employee of the company___, representative of a union_____, the employer_____, or representative of the employer_____.

NOTE

This ruling is based on the facts set forth in this request. It does not constitute a finding that these facts are true, consequently this ruling has no force and effect in the event the facts are not as represented in this petition.

_____

(Do not use space below this line)

Ruling:_____

_____

_____

_____

_____

_____

For the National War Labor Board

Signature_____

Date of Ruling_____ Title_____

(11443)

CROSS REFERENCE SHEET

Name or Subject

Frigidaire Case

Regarding

File No.

269 (Natl War Labor Bd)

Date

E. Pay section of statement by Mary Anderson for War History of Women's Bureau.

SEE

Name or Subject

E. Pay

File No.

118

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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GENERAL INSTRUCTIONS

This form is to be used for all applications to the National War Labor Board for approval of a proposed increase or decrease in wages and/or in salaries paid to salaried workers as defined in Item 11 below. Five copies of the form should be prepared and submitted to the nearest office of the Wage and Hour and Public Contracts Divisions of the United States Department of Labor, which will provide assistance in the preparation and filing of the application.

IMPORTANT

If the proposal affects workers in more than one place of business, separate applications should be filed for each place of business, except that several places of business engaged in the *same activity* in the *same community* may be considered as one place of business for purposes of this application.

There should be submitted with this application two copies of a statement giving the information called for by the attached "Instructions for Filing Supplementary Information", if the data called for by these Instructions are pertinent to the *justification* for this application.

SPECIFIC INSTRUCTIONS FOR ITEMS 1 TO 14

Item 1.

Enter the name of the employer for whose place(s) of business the wage or salary adjustment is proposed, the home office address, and the addresses of all places of business covered by this application.

Item 2.

Enter a check mark in the appropriate place and submit copies of all relevant documents.

a. If the approval of a collective bargaining agreement, or of a renewal or adjustment of a collective bargaining agreement is involved, check here, and list the parties to the agreement.

b. If the proposed wage or salary adjustment is the result of an arbitrator's or referee's award, check here, and specify the parties to the award.

c. If the wage or salary adjustment is proposed by an employer and is not contained in a written collective bargaining agreement, check here.

d. If application is not type a, b. or c. specify its character.

If the adjustment is included within one or more written agreements with one or more duly certified or recognized labor organizations representing all or part of the employees, submit copies of the agreement(s) and of all prior agreements covering the period since January 1941. If the adjustment was awarded by an arbitrator or referee, attach a copy of the award. If any other official agency was involved in the situation, give details on a supplementary sheet.

Item 3.

If there is any doubt as to the meaning of the term, "duly recognized or certified labor organization", information should be secured from the nearest office of the Wage and Hour and Public Contracts Divisions before the application is filed.

Item 4.

Describe in full detail, under Item 4, the proposed wage or salary adjustment for approval of which this application is being submitted.

a. If the proposed adjustment is a *uniform adjustment* in cents per hour, dollars per day, etc., for all employees directly affected by the proposal, indicate the amount of the adjustment.

b. If the proposed adjustment is a *uniform percentage adjustment* for all employees directly affected by the proposal, indicate the percentage adjustment proposed.

c. If *different adjustments* in wage rates or in salary rates are proposed for different groups of workers or for different occupations, indicate separately for each such group or occupation the number of workers affected, the present rate, and the proposed rate.

d. If the proposed adjustment provides for a *new plan of automatic promotion* of employees after specific periods of service, indicate for each group or occupation for which different changes are proposed, the old promotion schedule, the new promotion schedule, and the number of employees at each step of the schedule.

e. If an *adjustment in piece rates* is proposed indicate separately for each group or occupation for which different changes are proposed, the number of workers affected, present rates, proposed rates, and the estimated change in the average hourly earnings which the proposed change is expected to yield.

f. If the proposed changes are changes in *commissions, bonuses, incentive plans*, etc., describe fully the rate structure now in effect, the current earnings of workers affected by the proposal under the current structure, and the nature of the proposed changes.

g. If proposed changes are of a type not covered by the above instructions, describe fully the present wages or salaries, and the proposed changes.

Item 5.

Enter the total number of workers directly affected by the proposed wage or salary adjustment.

Item 6.

Enter the date the proposed change is to go into effect.

Item 7.

Copies of Executive Order No. 9250, promulgated by President Roosevelt on October 3, 1942, and of orders, policy statements, and decisions issued there-under by the National War Labor Board may be inspected at the offices of the Wage and Hour and Public Contracts Divisions.

Item 8.

All copies of this application should in every case be signed by an authorized representative of the applicant(s). If the application is for the approval of the terms of a wage or salary agreement or an adjustment awarded in an arbitration proceeding or reference, all parties to the agreement or the arbitration should join in signing the application in order to expedite consideration.

Note that employers must submit further information in Items 9 to 14.

Item 9.

a. Enter the name of the employer, as distinguished from the trade name, if any. If the employer is an individual, enter his name as an individual; if a partnership, enter the names of the partners; if a corporation, enter the official name of the corporation; if a trust or estate, enter the name of the trust or estate in (a) and the name of the trustee or other fiduciary in (b).

b. Trade name of the employer, if different from entry in (a).

c. Enter the home office address of the employer.

d. Enter the addresses of plant or establishments involved in the proposal if these differ from entry in (c).

Item 10.

If engaged in *mining*, state principal mineral mined; if engaged in *construction*, indicate type of construction work usually performed; if engaged in *wholesale* or *retail trade*, specify principal class of commodities sold; if engaged in *manufacturing*, list principal products in order of importance, determing importance on basis of gross value; if engaged in some *other* type of business, specify the exact type.

Item 11.

The term "wage earners", as used in this item, includes all employees whose remuneration is computed on an hourly, daily, piece-work, or other similar basis.

The term "salaried workers not in excess of $5000 a year" means employees receiving not in excess of $5000 a year who in their relations with their employer are represented by a duly certified or recognized labor organization or who are not employed in a bona fide executive, administrative, or professional capacity, and whose compensation is computed on a weekly, monthly, annual, or other similar basis. "Executive, administrative, or professional capacity" is defined in the National War Labor Board's General Order No. 9. The Board's General Order employs the definition used under the Fair Labor Standards Act 1938.

Average straight-time hourly earnings for both wage earners and salary workers can be calculated as follows:

Divide the total hours actually worked by all employees (total manhours) into the total payments made for all hours of work. *Exclude* from total payments (a) any extra pay for 2nd and 3rd shift bonuses; (b) any payments to workers on vacation; and (c) any premium or penalty payment for overtime hours (for example, if time and a half were paid for hours worked above 40 hours per week and if the regular hourly rate were $1.00, the 50 cents premium or penalty should be excluded for all hours worked above 40 hours per week - but the $1.00 would be included). *Include* production or other regularly recurring bonuses. If you do not have exact information on the hours worked by some or all of your salaried employees, make a careful estimate.

Item 12.

See Instructions for Item 11 above for method of computing average straight time hourly earnings.

If a change in wages and/or salaries was made immediately before January 1, 1941 (e.g., during the month of December 1940), report such change along with those which took effect after January 1, 1941.

Item 14. IMPORTANT NOTE

The Office of Price Administration will not consider any request for a change in the employer's price ceiling which is based on a wage or salary increase requiring the approval of the National War Labor Board, unless, before the wage or salary increase becomes effective, the employer files with the Office of Price Administration an application for adjustment of his maximum prices or a petition for amendment of the regulation establishing those prices. Such an application or petition, as the case may be, should be filed within fifteen (15) days after an application for a wage or salary adjustment has been filed with the National War Labor Board. Any request filed after that time will be considered by the Office of Price Administration only if good reasons are shown for the delay.

b - 2

If the proposed wage or salary adjustment can in your opinion not be absorbed without price ceiling relief, describe fully on supplementary sheets the relationship between the proposed wage or salary adjustment and your business situation with respect to price ceilings.

INSTRUCTIONS FOR FILING

SUPPLEMENTARY INFORMATION

It is the obligation of any person or organization seeking approval of an increase or decrease in wages or salaries to show that each proposed wage or salary adjustment is necessary within the terms of the National War Labor Board's statement of Wage Stabilization Policy, as issued on November 6, 1942.

The National War Labor Board's Statement of Wage Policy cites three types of situations with respect to which the Board will consider applications for wage or salary adjustments:

1. Maladjustments.
2. Inequalities and gross inequities.
3. Substandards of living.

The factual information necessary for the Board's consideration of situations arising under item 1, "Maladjustments." is asked for in the application form and its accompanying instructions.

Each application for approval of a wage or salary adjustment which is submitted for any other purpose than to correct an alleged maladjustment must be supported by additional detailed and specific facts. It is not enough to make general statements for allegations. It is not enough to state, for instance, that the adjustment is necessary "to eliminate an inequality between our rates and other rates in the industry," or that "the increase was agreed upon between management and employees," or that it was "awarded by an impartial arbitrator". All the significant facts respecting the alleged existence of inequalities, and so forth, must be shown in detail. If you do not present any detailed showing, but in response to item 7 of the application form, merely allege that an inequality, gross inequity, or sub-standard exists the Board will have no information respecting the nature of the alleged inequality, gross inequity, or sub-standard. Consequently, the Board will not be in a position to make a ruling thereon.

These supplementary instructions list some of the basic information which the National War Labor Board must have, before it can act upon a request for approval of a proposed adjustment with respect to items 2 or 3 above. Submit all the information called for, together with any additional information necessary for a full statement of the facts. The supplementary statement should in every case be signed by an authorized representative of the employer. If one or more duly recognized or certified labor organizations joins with the employer in making application, the supplementary statement should also be signed by authorized representatives of these organizations. The employer or any of the unions involved may submit any additional information which they desire to bring to the Board's attention.

If application is being made with respect to items 2 and/or 3 above, submit the supplemental statement at the time you file the application. A separate statement should be submitted for each place of business for which application is made. Applications for several places of business engaged in the same activity within the same community may be combined.

I. General Information

A. In the statement of supplementary information give the name (and trade name if this differs from the name) of the employer and the address of the place of business involved. If more than one place of business is involved, give the addresses of all.

B. Describe the usual basis for the setting of wage or salary rates in the place(s) of business involved in the proposed adjustment: e.g., prevailing levels in the community; general industry wage and salary levels; annual survey of rates in plants A, B, C; rates based on Fair Labor Standards Act minima; etc.

C. Indicate clearly the procedure by which rates are usually set: e.g., whether through collective bargaining, engineering survey, bargaining with individual employees, etc.

D. Describe the basis which determined the amount of adjustment for which approval is sought in this application: e.g., comparison with area rates: comparison with rates paid by plants.A, B, C; award by arbitrator; etc.

II. If the justification for the proposed wage or salary adjustment is based on alleged inequalities or gross inequities between the wages or salaries paid by the employer and wages or salaries paid in other places of business employing comparable labor, give the following information:

State in detail the nature of the alleged inequalities or gross inequities between wage and salary rates in your place of business and wage and salary rates in other places of business. This statement should include, for each occupation for which it is alleged that there is an inequality or gross inequity, the minimum, weighted average, and maximum wage or salary rates now being paid in your places(s) of business. If it is alleged that there is a general inequality or gross inequity affecting the entire place of business, information should be given for the occupations in which at least 80 percent of the employees are employed.

III. If the proposed wage or salary adjustment is designed to eliminate inequality or gross inequity within the plant or place of business give the following information:

A. The nature of the inequality or gross inequity, including full job descriptions and rate schedules where necessary to show the nature of the inequality or gross inequity.

B. The length of time during which the inequality or gross inequity has existed.

C. The reasons which make it necessary to eliminate the inequality or gross inequity at the present time.

IV. If the proposed wage or salary adjustment is designed to eliminate a substandard of living, give the following information:

A. A full statement of all existing wage or salary rates which are alleged to be substandard. Do not submit merely average wage or salary rates for the entire plant or for groups of occupations. Show in detail which rates are alleged to be substandard.

B. A detailed presentation showing (1) the nature of the existing levels of income which are alleged to be substandard; (2) the reasons why these levels are considered substandard; and (3) the relationship between these income levels and the wage or salary rates which are alleged to be substandard.

C. A detailed statement showing (1) the nature of the income level which is regarded as "standard;" (2) the reasons why this income level is considered "standard"; and (3) the relationship between this living standard and the wage or salary rates for which approval is sought.

National War Labor Board
Form 10
(11-42)

Budget Bureau No. 07-R001-42
Approval expires 12/31/43

APPLICATION FOR APPROVAL OF A VOLUNTARY OR AGREED-UPON WAGE OR SALARY ADJUSTMENT

1. a. Name of employer involved in application: _____
   b. Address: _____
   c. Address(es) of place(s) of business involved: _____
   _____
   _____

Do not use this space

Docket No. _____

Date rec'd _____

2. Type of application for which approval is sought (check):
   a. _____ Agreement between employer and labor organization
   If checked, name parties to agreement (See instructions): _____
   b. _____ Arbitrator's or referee's award (See instructions)
   If checked, name parties to award: _____
   _____
   c. _____ Voluntary adjustment by employer
   d. _____ Other, specify: _____

3. Is there a duly recognized or certified labor organization for any or all of the employees affected by the wage or salary adjustment which has not signed this application? Yes____ No____ (See instructions)
   If yes, specify the organization _____
   _____

4. Terms of proposed adjustment: (See instructions)

(Attach additional sheets if necessary)

5. Number of workers directly affected by proposed adjustment: _____

6. Proposed effective date of adjustment: _____

7. Give a brief statement of the reasons for the proposed adjustment of wages or salaries. (See instructions)

8. Signature(s) of applicant(s): (See instructions)

a. Labor organization:	b. Employer:
Name of official: _____	Name of official: _____
Title: _____	Title: _____
Organization: _____	Company: _____
Address: _____	Address: _____
Date: _____	Date: _____

(Attach additional sheets if necessary)

****

Do not write in space below this line.

NWLB actions:	Ruling: For the National War Labor Board: Name _____ Title _____

TO BE FILLED OUT BY EMPLOYER

(See instructions before filling out below)

9. a. Name of employer: _____

b. Trade name of employer: _____

c. Address: _____

d. Location of place(s) of business involved in proposal for wage or salary adjustment: _____

10. Describe the nature of the business carried on at place(s) of business:

11. Give the following information for all employees in the place(s) of business for the payroll periods ending nearest January 15, 1941 and the date of this application:

Dates of payroll period		Wage earners			Salaried workers not in excess of $5000 a year *(see instructions)*	
From	To	Number actually working	Total man-hours worked	Average straight-time hourly earnings	Number actually working	Average straight-time hourly earnings

12. Give the following information on increases or decreases in wages and/or salaries made since January 1, 1941 (or during the period immediately preceding this date) affecting more than 10% of the employees. If the employer has made a flat adjustment give the date the adjustment was made, the amount of the adjustment in cents per hour and the number of workers directly affected. If the adjustment was made in varying amounts of cents per hour, enter each amount of increase or decrease and the number and class of employees directly affected by the adjustment.

Date of change	Nature of change	Number directly affected	Average straight-time hourly earnings, before change, of number directly affected	Total number of employees actually working on date of change

(Attach additional sheets if necessary)

13. Is application being made to the National War Labor Board through other offices of the Wage and Hour and Public Contracts Divisions for wage or salary adjustments in other places of business owned or operated by this employer? Yes ____ No ____

If the adjustment for which this application is made is approved, is it intended to request approval of similar adjustments in other places of business owned or operated by this employer? Yes ____ No ____

14. a. Do you intend to make the proposed wage or salary adjustment the basis of a request for an increase in the price ceiling of any commodity or service? Yes ____ No ____

b. If yes is checked, note instructions and give the following data:

1. On what commodity or service will a price ceiling increase be sought? _____

2. What would be the effect on your business if the proposed wage or salary adjustment is approved without price relief? _____

(attach additional sheets if necessary)

For the employer:

Name _____

Title _____

1 (NATIONAL WAR LABOR BOARD CONTROL COPY)

NWLB CALIFORNIA METAL TRADES ASSOC. 269

REPRODUCED AT THE NATIONAL ARCHIVES

REPRODUCED AT THE NATIONAL ARCHIVES

UNITED STATES OF AMERICA

TENTH REGIONAL WAR LABOR BOARD

In the matter of

CALIFORNIA METAL TRADES ASSOCIATION SAN FRANCISCO, CALIFORNIA	REPORT AND RECOMMENDATIONS
and	OF PANEL
INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 68, A. F. OF L.	N.W.L.B. Case #665

Hearings held at:

Sunnyvale and
San Francisco, Calif.
March 19, 1943

PANEL MEMBERS

EDGAR ROWE, Chairman

WENDELL PHILLIPS, Labor

ADRIEN J. FALK, Industry

cns

REPRODUCED AT THE NATIONAL ARCHIVES

June 27-1943

HOLDS UP THREAT TO FIRE 3,500 MEN

endy Iron Plant in California ... Dismissal of Those Re- ...ing to Work 10 Hours

Special to THE NEW YORK TIMES.

SAN FRANCISCO, June 26—A threat to discharge all machinists, numbering up to 3,500, who refused to work ten-hour shifts was held in abeyance today by the management of the Joshua Hendy Iron Works at Sunnyvale as the Maritime Commission took a hand in a dispute which was threatening to interfere seriously with engine production for Liberty ships and Navy craft.

Charles E. Moore, president of the company, in a letter sent yesterday to E. F. Dillon, business agent of Local 68 of the International Association of Machinists, announced the Hendy policy of terminating the employment of machinists who quit at the end of eight hours. About 2,500 day-shift machinists refused yesterday to work more than eight hours and the night shift followed suit.

All of the day-shift machinists appeared to be back at their jobs this morning and Mr. Moore said that the company officials did not want to be "precipitate" in their action.

"We want the men if possible to come to a realization of what they are doing to the war effort," he said. "These men are high-grade citizens and I think that reflection will show them they are wrong in their attitude."

The Maritime Commission, which relies on the Hendy works for engines for many of its vessels, entered the picture through Courtleigh V. Eliason, its industrial relations representative for the West Coast.

"I have arranged a meeting of labor, management and myself for Monday. morning on neutral ground," he said. "I am hopeful."

A report that the company had appealed to the War Labor Board for intervention in the dispute was denied by Mr. Moore, who said that he would "talk to the Navy and the Maritime Commission."

A contract signed by the company and Lodge 68 of the machinists is at the basis of the dispute. The company gave notice before the end of the contract year, March 31, that it wished the agreement reopened and, according to Mr. Moore, an arbitrator gave it that right.

Assertedly in the interest of increased production, which, Mr. Moore declared, was demanded by the Navy and Maritime Commission, the company instituted two ten-hour shifts instead of three eight-hour shifts.

Lack of available supervisors was one reason given for the change, which the union has refused to accept.

Ninety-six tool workers were discharged last week for refusal to work ten hours, the last two of which would be paid for at the rate of time and a half. The union is demanding their re-employment with back pay and "without impairment of their former status."

The War Manpower Commission instructed the United States Employment Service to issue certificates of availability for other jobs to any of the discharged machinists who presented written releases from the Hendy company. The employment office at San José said this afternoon that so far four of the machinists had requested and received such certificates.

TENTH REGIONAL WAR LABOR BOARD

In The Matter Of	
CALIFORNIA METAL TRADES ASSOCIATION SAN FRANCISCO, CALIFORNIA	NATIONAL WAR LABOR BOARD CASE NO. 665 May 20, 1943
AND	
INTERNATIONAL ASSOCIATION OF MACHINISTS . . . . . LODGE 68, A. F. OF L.	

REPORT AND RECOMMENDATIONS OF THE PANEL

THE PARTIES

THE COMPANY: The San Francisco Machine Shop Division of the California Metal Trades Association is an industry unit consisting at the present time of approximately eighty machine shops in the San Francisco Bay Area and is what is known as the Peninsula area south of San Francisco to and including Sunnyvale, California. It represents such shops in labor negotiations. Included in this industry unit is the Joshua Hendy Iron Works at Sunnyvale, California, hereinafter referred to as the Company, where the dispute in this case has arisen. The Joshua Hendy Iron Works is a producer of engines for Liberty ships, torpedo tubes for the United States Navy, and other war material. At the present time there are approximately 4500 shop employees at the Joshua Hendy Iron Works, of whom approximately 300 are women.

THE UNION: Lodge 68, International Association of Machinists, hereinfater referred to as the Union, holds jurisdiction from its International Union over all die and tool makers, machinists, specialists, helpers and apprentices in all general manufacturing, jobbing, repairing and contract machine shops in the San Francisco Bay Area and in what is known as the Peninsula Area south of San Francisco to and including Sunnyvale, California. Agreements between the San Francisco Machine Shop Division of the California Metal Trades Association cover some eighty concerns. At the time of the hearing of this dispute before the Panel, by Agreement, the union was recognized as the sole collective bargaining agent for the above mentioned categories of employees in the Joshua Hendy Iron Works.

BACKGROUND OF THE DISPUTE

On April 6, 1942, collective bargaining agreements between the Company and the Union were renewed. At that time no women in the classifications of work represented by the Union were employed by the Company, and specific reference to female employees as such is not made in the agreement. Subsequently, and without notice to the Union, women were employed by the Company both in a new

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department and on jobs previously performed by male employees represented by the Union. Hiring rates for such female employees were established unilaterally by the Company below those called for by the April 6th agreement. After protest by the Union, the Company proceeded to clear such female employees through the Union in accordance with the agreement, but claimed a different wage schedule was required for them. Negotiations followed but were unsuccessful; further attempts to settle the dispute were made by the representative of the United States Conciliation Service, the United States Navy, and the United States Maritime Commission, all of which were likewise unsuccessful.

On November 2, 1942, the dispute was certified to the National War Labor Board. Mr. Lawrence T. Lydick, then Mediation Assistant for the National War Labor Board, was directed to make an investigation of the issues, mediate such issues as possible, and report on the dispute to the Board. Mediation proved unsuccessful, and after hearings held in San Francisco Mr. Lydick reported to the Board.

Following this report the National War Labor Board, on January 1, 1943, issued its directive order in the above entitled matter directing:

> "1. The parties shall within one week from the date of this order meet for the purpose of surveying the occupations in which women are or will be employed by the Company in order to negotiate the rates for those occupations upon the principle of equal rates for male and female employees, within the terms of the contract between the parties, for comparable quantity and quality of work on comparable operations.
>
> "2. If within two weeks thereafter, or at such later time as the parites may agree upon, the parties do not come to an agreement, the matters shall be referred to an arbitrator appointed by the National War Labor Board for final determination.
>
> "3. Until final determination of the issues, the Company may continue to employ women at rates lower than those fixed in the contract for helpers or specialists provided, however, that the final determination shall be retroactive to the dates of hiring both for present and future female employees."

Again the parties were unable to agree, and the Panel making this report and these recommendations was constituted by the National War Labor Board to hear the dispute. Hearings were held at Sunnyvale, California, on February 22, 1943, at San Francisco, California, February 25, 1943, and at Sunnyvale, California, on March 17th and 19th, 1943. Thereafter briefs were filed by the parties.

THE ISSUES

The issues are:

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1. Shall a training period be established for new female employees at the Joshua Hendy Iron Works at rates less than those paid new male employees; and

2. Shall final rates for female employees be less than those paid male employees performing similar or identical work.

CONTENTIONS OF THE PARTIES

The Union contends (a) that no training should be established for female employees and (b) that female employees of the Company be paid the same wage rates as male workers employed in the same classifications as provided for in the existing contract. In support of these contentions the Union introduced evidence which it claims shows:

(1) That men hired off the street and heretofore employed as farm hands are by no means better acquainted with factory work than are women;

(2) That the Company hires, as a rule, only women who have passed a 300 hours defense training course, whereas no such requirement is made in the case of men applicants;

(3) That in consequence the level of the women workers at the Joshua Hendy Company is far higher than that of the men working in the same classifications;

(4) That the women have proved their adaptability by actually performing work of equal productivity as compared with the men's work;

(5) That the prejudice of female ineptitude for factory jobs is totally unfounded and disproved by experience;

(6) That previous experience in factory work is unnecessary if not undesirable;

(7) That new employees need some orientation, be they men or women;

(8) That what training may be necessary can be quickly acquired on the job;

(9) That such training is not required for a longer period in the case of women than where men are concerned;

(10) That for these reasons the job rather than the sex of the worker is the standard for fixing wage rates, including the hiring rates, which is used by fair and understanding employers, recommended by various government agencies, and ordered by the National War Labor Board.

The Company contends (a) that a training period should be established for its new female employees at a rate of not to exceed 75¢ per hour, now being paid; and (b) that the final rates for female employees should be less than those paid male employees performing similar or identical work. To support these contentions the Company introduced evidence which it claims shows:

1. "That the grand total efficiency of the female to the 100% male standard is 78.55%."

This contention is based upon a so-called comparative test conducted by the Company from January 12, 1943, to February 15, 1943, to determine the quality and quantity of work performed by females compared with identical work performed by males.

Additionally the Company contends it is common knowledge in industry today that

(1) Because of their physical limitations females are less versatile and are therefore of less value to the Company.

(2) Absenteeism rates for females are greater than for males.

(3) Hours of work restrictions, and restrictions against lifting objects over a certain weight (in California not to exceed 25 pounds) imposed by law, reduces the value of female workers.

(4) Females usually leave and get married after a few years of employment, and therefore their working lives are shorter than the males.

(5) It is necessary to make alterations in plant facilities and layouts when females are brought into a plant, which add to production costs. As pointed out by Mary Anderson, Director of the Women's Bureau, U.S. Department of Labor, women's health and well-being, always priceless to them, must be additionally safe-guarded now that they are a vital part in the industrial bulwark of national strength.

(6) Female employees require much more supervision than do males.

(7) Usually the going rate in the area or industry for females is below the going rate for males. We respectfully recognize that production rates paid in the area or industry were ruled out as inadmissible insofar as such production rates may be used as a basis of establishing similar rates in this case. (See Vol. I, page 138, Line 21, transcript of Panel hearing, February 22, 1943.) However, such rates are admissible on the question of differential. (See also Employer's Exhibit 3 relative to rates paid in the Portland area.)

(8) Men like to think they are worth more than women. Most men have to support a family. Most women do not. Men need more money.

RECOMMENDATIONS

The Panel unanimously recommends:

1. That no training period be established for new female employees at the Joshua Hendy Iron Works (the Company).

2. That the rates paid female employees in various classifications of work shall be the rates specified in the agreement between the parties for those particular classifications of work.

REASONS FOR THE RECOMMENDATIONS

By reason of the language of the Directive Order issued January 1, 1943, in this matter, the Panel felt it had only to determine whether the quantity and quality of work performed by female employees were comparable to that of males on similar operations; and, if not, what differentials in rates would be necessary in order to equalize the real rates. In reaching its conclusions the Panel did not consider the Company's claim that much of the work performed by female employees

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was so-called production work as distinguished from job work. Whatever its status may now be, the Joshua Hendy Iron Works was originally, and at the time the agreement was made with Lodge 68, a job shop. It is claimed that now, by reason of its conversion to aid the war effort, much of the work is production work. The rates in this area are less for production work than for job work; hence, the Company argued that since most of its women employees were actually doing production work, a wage differential should be recommended by the Panel.

Lodge 1327 of the International Association of Machinists has agreements in other plants where the rates for similar work may be less than the rates at the Joshua Hendy Iron Works, as the Company claims. But this is irrelevant. In the National War Labor Board's opinion accompanying its Directive Order in this matter, that Board said:

> "On the other hand, the fact that, as stated by the Company, women employees as well as male employees in other plants performing the same operations receive lower rates than those claimed by the Union in this case is irrelevant. If, by the terms of the contract, the Company is obliged to pay such higher rates to its male employees it must also pay the higher rates to female employees for comparable quantity and quality of work on comparable operations. The termination of comparability in operations, quantity and quality is obviously a matter in the first instance for the parties."

To meet the "equal pay for equal work" principle announced by the National War Labor Board and other evidence introduced by the Union, the Company introduced an Exhibit (its No. 4) designated "Detail of Comparative Tests." This test was conducted from January 12, 1943, to February 15, 1943. Eighteen men and eighteen women were paired and the Company states "were allotted a specific number of identical tasks. To complete them the females required 1421.2 hours to produce 9105.87 pieces and the males required 1316.0 hours to produce 10741.85 pieces." The females produced 6.41% pieces per hour and the males 8.16% pieces per hour. By dividing the total pieces per hour for the males by the total pieces per hour for the females, the Company concludes that the female percentage is 78.55% "of the male standard of 100%". This data was introduced not as a "time study" but as a test to determine the quality and quantity of work performed by females compared with identical work performed by males. The results, according to the Company's findings, indicate that the average female worker is 21.5% less efficient than the average male worker, and requires more supervision. Accordingly, the Company claims, a differential in wage rates should be established.

Regardless of how fairly and impartially the Company endeavored to conduct these tests, the Panel is of the unanimous opinion that the findings do not reflect the true relation between the quantity and quality of work produced by men and women for the following reasons:

1. Production of the Company is not standardized as to men, so there was no fixed standard against which to measure the productivity of women workers. No standards were set up to establish or allow for previous experience in the same or comparable work, or for the length of time each employee had worked within the plant or for the fitness of the woman worker to excel at some tasks as well as other variable factors. Actually each woman was tested only against the man with whom she was paired. His productivity, no matter what it was, was considered to be 100%. Hence, the standards against which these eighteen women were tested varied with the productivity of the male involved.

2. No effort was made to ascertain the "normal" or "average" man's productivity.

3. The "male standard" was derived from tests over hours of operation too short to be representative.

4. The women's hours of operation on each part were not sufficient to establish a representative sample.

5. Male and female contestants did not alternate on the same machine, but used different machines in different conditions. Also, differences in speed, feed, and conditions of cutting tools were neglected.

6. Allowances for personal needs, fatigue and unavoidable delays were neglected.

7. The variation in the productivity of individual male employees in some instances far exceeded that of the group of women tested against the group of men tested.

8. The quality element was not considered in the test.

9. The sample tested (18 out of more than 200 women and 18 out of more than 3000 men) was not sufficiently representative to establish either a male or female standard of performance.

10. Work on different machines under different conditions made the tests as to certain employees incomparable.

11. The test failed to include many operations on which women are

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employed and the time allotted to the operations which were included does not correspond with the actual distribution of female employment in the plant.

The Union, through the testimony of several employees of the Company, showed that the productivity of female workers in certain occupations was comparable with that of men. In some classifications of work, such as filing and burring, women produce more than men. In others, such as sweeping, painting, tool room attendants, inferior performance was not claimed by the Company.

Under its agreement with the Union the Company does not distinguish between men workers doing the same kind of work. Each, regardless of skill, experience or productivity, gets the same rate of pay. Unquestionably, some are more efficient than others.

By reason of the transition from a peacetime job-shop to a wartime shop, which involves many tasks which the Company claims are production work, the Company undoubtedly has engaged many men of lesser skill at the contractual wage of men of higher skill. And so it must be under the contract when women are engaged. It stands to reason that, like men, some women are more efficient than others. But since under the agreement with Lodge 68 there is no provision for a training period for new male employees; and in the absence of a persuasive showing that women do not perform a quality and quantity of work comparable with men on similar jobs, the Panel is compelled to make the recommendations hereinabove set out.

Respectfully submitted,

/s/ Adrien J. Falk
Industry Member of Panel

/s/ W. J. Phillips
Labor Member of Panel

/s/ Edgar W. Rowe
Public Member and Chairman of Panel

May 18, 1943

OEA-13188-AFL(I)

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NWLB CONDENSER CORPORATION CASE (New Jersey) 769

September 30, 1942

Miss Elaine Wright, Panel Secretary
War Labor Board
Room 5409 Department of Labor Building
Washington, D. C.

Re: Condenser Corporation Case

My dear Miss Wright:

Attached herewith is a brief of comments of girl workers concerning the physical conditions in the Condenser Corporation plant at South Plainfield, New Jersey.

You will remember that Miss Christman spoke to you of our report and I talked to you about the subject over the telephone.

Sincerely,

Bertha M. Nienburg,
Assistant Director

Enclosure

BMN:LW

Women's Bureau
U. S. Department of Labor
Washington

September 30, 1942

Confidential Report of Women Employees Concerning Physical Conditions in the Condenser Corporation's plant at South Plainfield, New Jersey.

The Women's Bureau, U. S. Department of Labor, made a survey of working conditions in 148 New Jersey plants that employed women on war contracts during June and July 1942. In this connection the Condenser Corporation's plant at South Plainfield was visited by an industrial expert and 18 of its employees were interviewed at their homes.

The company employs 848 women as compared to 348 men. The morale among women workers was low, apparently, due in large part to the physical conditions of the plant. As there was complete agreement among the women workers with the official report concerning plant conditions, and as "grievence machinery" is one of the issues of the dispute in the case before the War Labor Board, the briefed comments of women workers may be of value to the panel considering this case.

Physical Facilities

A. General Housekeeping and Cleanliness.

The entire factory is dirty. The floors are covered with grease. Girls complained as follows: "Rats as big as cats run around the work rooms and the roaches crawl up the walls." "The roof leaks in many places and the floors are a mess. It rains in the work room and in the wash room."

B. Heat and Ventilation.

Most of the work rooms have windows only on one side. "The temperature is very high in summer." "Nothing to blow out the hot air. Windows are small and only a few will open." "Interviewee fainted at her work from heat. Works right next to ovens. It is too hot to work there. A fan is brought back and forth, sometimes we have it and sometimes we don't. It does not belong to us."

C. Combination Toilet and Wash Rooms.

While there are several combination toilet and wash rooms at different locations in the plant, the number of fixtures is small in proportion to the number of women employees. "The rooms are very dirty. Have toilets and that's all." "Toilet seats are broken and dirty. Half of them don't flush." "The doors to the toilets are broken and don't fasten." "They are too dirty to talk about." "The wash room floors are cleaned once a week and there are 200 girls using it." "It is just cleaned once in a while and most of the time is terrible." "Don't have soap or towels half the time." "Wash bowls don't drain well; so dirty water stands in them."

D. Restrooms.

There is no rest room. "There is not a chair in the washroom except a three legged chair that throws you." "If a girl feels sick, there

is no place to put her."

E. Cloak Room.

There is a cloak room for only one department. "The cloak room has a leaky roof."

F. Cafeteria.

There is a cafeteria where hot and cold food is served. "It is badly in need of refinishing and is small." "Too many cockroaches, rats and birds. Birds fly over and you have to duck if they sit above you."

G. Drinking Fountains

Bubble fountains are scattered throughout the plant. "The flow of water is irregular and barely comes over the mouth of the fountain." "Birds fly in and take baths in the fountain."

H. Accidents

The accident rate is high. Girl solderer claims workers are too close together. "The sparks from others' irons come on you worse than your own sparks." "Rosin sputters in your face and eyes." A spray painter says, "The taste of paint is in your throat all the time."

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NWLB "EQUAL PAY FOR EQUAL WORK" CASES

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NATIONAL WAR LABOR BOARD
Program Appraisal and Research Division
H. M. Douty, Director

Research and Statistics Report No. 32

NATIONAL WAR LABOR BOARD POLICY ON EQUAL PAY FOR EQUAL WORK FOR WOMEN

Prepared by Ella J. Polinsky

Washington, D. C.
September, 1945

10863
9/28/45

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Appendix D - Notes and Additional Materials on Cases Included in the Main Body of the Report on the "Equal Pay" Principle.

NATIONAL WAR LABOR BOARD POLICY ON EQUAL PAY FOR EQUAL WORK FOR WOMEN

I. General Order No. 16 and Amendments

The practice of paying the same rates to men and women working in the same occupation within an establishment and producing work of comparable quantity and equality was supported by the National War Labor Board before the promulgation of General Order No. 16, the "Equal Pay" Order. 1/ This practice became official Board policy when General Order No. 16 was adopted, November 24, 1942. The Order, as amended January 3, 1944, provided that: 2/

> "Adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and adjustments in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that:
>
> (1) Such adjustments shall be subject to the Board's ultimate power of review, but any modification or reversal thereof will not be retroactive;
>
> (2) Such adjustments shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings."

In accordance with the post VJ Day policy of the War Labor Board, General Order No. 16 has been rewritten to read: 3/

> "Increases which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and increases in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the cost to the United States."

1/ Three precedent cases decided by the National War Labor Board on the basis of the "Equal Pay" principle prior to the adoption of General Order No. 16 are: Norma Hoffman Bearings Corporation, case No. 120, decided July 18, 1942; Brown and Sharpe Manufacturing Company, Case No. 101, decided September 25, 1942; General Motors Corporation, cases Nos. 125 and 128, (one opinion written) decided September 26, 1942. See Appendix C for other cases decided by the National Board on the basis of the "Equal Pay" principle, prior to the adoption of General Order No. 16.

2/ See Appendix A, for Interpretation No. 1 to General Order No. 16, issued by the Office of the General Counsel and approved by the National War Labor Board. The Order, unamended, included the following provision:

> "Such adjustments are reported, when made, to the Division of Review, Analysis and Research of the National War Labor Board together with sufficient information to show that they are in accordance with the policy referred to above;"

3/ General Orders, Section 803.16, General Order No. 16; adopted August 20, 1945. It should be noted that while upward or downward adjustments were permitted under General Order No. 16 as amended January 3, 1944, under the presently operative Order, only upward adjustments may be made without Board approval.

Comparatively few cases involving the "equal pay" principle have come to the level of the National Board for determination, since General Order No. 16 was intended as the national industrial guidepost on this issue. As was indicated in a letter from Chairman William H. Davis to the Secretary of Labor, 4/

> "...The Order is, however, addressed to employers who desire to make appropriate wage payments within their own established wage structures. The Order is liable to abuse, and wage adjustments cannot be made under it, without Board approval, unless they are made to equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity and quality of work on the same or similar operations in the same plant."

In clarification of the application of General Order No. 16, Mr. Davis continued:

> "The application of the Order is quite plain and simple in cases where women are employed to replace men on jobs which are not changed.
>
> Where the plant management, in order to meet the necessity of replacing men and women, has rearranged or lightened the job, perhaps with the employment of helpers to do heavy lifting or the like, a study of job content and job evaluation should afford the basis for setting "proportionate rates for proportionate work." Such questions require a reasonable determination, by collective bargaining or arbitration, of the question whether, or how far, the newly arranged job is of equal quantity and quality with the old job. The new wage set on such a basis does not require the approval of the National War Labor Board under the terms of General Order No. 16.
>
> "We have found from experience that there has been some tendency to abuse this rule of equal pay for equal work.
>
> This refers particularly to job classifications to which only women have been assigned in the past. The rates for such jobs, especially when developed by collective bargaining, are presumed to be correct in relation to other jobs in the plant.
>
> Whether a job is performed by men or women, there may be a dispute over correctness of its wage rate in relation to rates for other jobs in the same plant. These are the so-called intra-plant inequality cases. Their determination should not be related to the 'equal pay for equal work' question; they should be determined on the basis for maintaining or developing a proper balance of wage rates for various jobs based upon job evaluation.

4/ See War Labor Reports Volume 8, page XXVIII for full text of latter; also see National War Labor Board Press Release No. B 693, June 4, 1943.
Note: WLR citations are from War Labor Reports published by the Bureau of National Affairs, Washington, D. C.

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PREFACE

The recent introduction of a bill (S.1178) in the U. S. Congress to provide for equal pay for equal work for women has aroused considerable interest in WLB policy on the subject. The present report is an attempt to summarize Board policy on the basis of the more important "equal pay" cases which were decided by the Board. The report reveals that the Board has carefully limited the application of its policy and that the limitations have frequently been misunderstood.

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NATIONAL WAR LABOR BOARD POLICY ON EQUAL PAY FOR EQUAL WORK FOR WOMEN

I. General Order No. 16 and Amendments

The practice of paying the same rates to men and women working in the same occupation within an establishment and producing work of comparable quantity and equality was supported by the National War Labor Board before the promulgation of General Order No. 16, the "Equal Pay" Order. 1/ This practice became official Board policy when General Order No. 16 was adopted, November 24, 1942. The Order, as amended January 3, 1944, provided that: 2/

> "Adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and adjustments in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that:
>
> (1) Such adjustments shall be subject to the Board's ultimate power of review, but any modification or reversal thereof will not be retroactive;
>
> (2) Such adjustments shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings."

In accordance with the post VJ Day policy of the War Labor Board, General Order No. 16 has been rewritten to read: 3/

> "Increases which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and increases in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the cost to the United States."

1/ Three precedent cases decided by the National War Labor Board on the basis of the "Equal Pay" principle prior to the adoption of General Order No. 16 are: Norma Hoffman Bearings Corporation, case No. 120, decided July 18, 1942; Brown and Sharpe Manufacturing Company, Case No. 101, decided September 25, 1942; General Motors Corporation, cases Nos. 125 and 128, (one opinion written) decided September 26, 1942. See Appendix C for other cases decided by the National Board on the basis of the "Equal Pay" principle, prior to the adoption of General Order No. 16.

2/ See Appendix A, for Interpretation No. 1 to General Order No. 16, issued by the Office of the General Counsel and approved by the National War Labor Board. The Order, unamended, included the following provision:

> "Such adjustments are reported, when made, to the Division of Review, Analysis and Research of the National War Labor Board together with sufficient information to show that they are in accordance with the policy referred to above;"

3/ General Orders, Section 803.16, General Order No. 16; adopted August 20, 1945. It should be noted that while upward or downward adjustments were permitted under General Order No. 16 as amended January 3, 1944, under the presently operative Order, only upward adjustments may be made without Board approval.

Comparatively few cases involving the "equal pay" principle have come to the level of the National Board for determination, since General Order No. 16 was intended as the national industrial guidepost on this issue. As was indicated in a letter from Chairman William H. Davis to the Secretary of Labor, 4/

> "...The Order is, however, addressed to employers who desire to make appropriate wage payments within their own established wage structures. The Order is liable to abuse, and wage adjustments cannot be made under it, without Board approval, unless they are made to equalize the wage or salary rates paid to females with the rates paid to males for comparable quantity and quality of work on the same or similar operations in the same plant."

In clarification of the application of General Order No. 16, Mr. Davis continued:

> "The application of the Order is quite plain and simple in cases where women are employed to replace men on jobs which are not changed.
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> Where the plant management, in order to meet the necessity of replacing men and women, has rearranged or lightened the job, perhaps with the employment of helpers to do heavy lifting or the like, a study of job content and job evaluation should afford the basis for setting "proportionate rates for proportionate work." Such questions require a reasonable determination, by collective bargaining or arbitration, of the question whether, or how far, the newly arranged job is of equal quantity and quality with the old job. The new wage set on such a basis does not require the approval of the National War Labor Board under the terms of General Order No. 16.
>
> "We have found from experience that there has been some tendency to abuse this rule of equal pay for equal work.
>
> This refers particularly to job classifications to which only women have been assigned in the past. The rates for such jobs, especially when developed by collective bargaining, are presumed to be correct in relation to other jobs in the plant.
>
> Whether a job is performed by men or women, there may be a dispute over correctness of its wage rate in relation to rates for other jobs in the same plant. These are the so-called intra-plant inequality cases. Their determination should not be related to the 'equal pay for equal work' question; they should be determined on the basis for maintaining or developing a proper balance of wage rates for various jobs based upon job evaluation.

4/ See War Labor Reports Volume 8, page XXVIII for full text of letter; also see National War Labor Board Press Release No. B 693, June 4, 1943.
Note: WLR citations are from War Labor Reports published by the Bureau of National Affairs, Washington, D. C.

We have even seen instances in which the workers have demanded, or the employers have proposed, that the wages being paid to women in one plant should be increased on the ground that in some other plant similar work is being done by men at a higher wage. Such proposals tend to overlook the fact that wages paid to men in the same occupation generally vary from plant to plant. In such cases, the question whether the work is done by men or women is irrelevant. The claim for increased wages immediately reduces itself to a simple question of different wage rates for the same work in different plants. Inter-plant inequalities in wage rates are quite common in American industry, and often well established. They afford a basis for a wage increase only in very exceptional cases. If the inter-plant inequality is in fact one that should be corrected at all, its correction is independent of any question of men and women workers."

It should be noted that while the precedent cases discussed in this report have been grouped into the situations described in the above letter, this arrangement is an arbitrary device to facilitate analysis. Actually, several situations have been found in the same case. The three situations considered in Section I fall within the area of applicability of the "Equal Pay" formula, (General Order No. 16), while the two situations taken up in Section II involve a misapplication of this formula.

II. Analysis of National War Labor Board Practice in Applying the "Equal Pay" Principle

In those precedent cases which were decided on the basis of the "Equal Pay" principle and in which opinions were written by the National Board, the following situations may be differentiated:

A) Where female workers were being paid a lower rate than male workers in the same plant for work of comparable quality and quantity.

B) Where female workers were replacing male workers on jobs that had been traditionally performed by males and whose job content was not altered.

C) Where female workers were being placed in jobs that were diluted in content.

Situation A: Women are paid less than men for comparable quality and quantity of work.

In the Brown and Sharpe Manufacturing Company case 5/, the company proposed to pay women up to 20 percent less than men for work of comparable quantity and quality, in the same occupations. The National War Labor Board Panel in this case unanimously agreed that: 6/

"...There is no proof, scientific or other, that women are 20 percent less capable than men all the time.

5/ Case No. 101, Brown and Sharpe Manufacturing Company, decided by NWLB September 25, 1942, involving the International Association of Machinists, AFL; 3 WLR 323-343.
6/ Ibid. p-331

The panel realizes that women possess physical limitations which make it impossible or inadvisable for them to do the heavy physical labor that men are called on to perform. It is likewise true that a smaller proportion of women possess the background and the aptitude for machine jobs. For these physical and aptitude limitations no management should be penalized. Extra supervision, extra 'set-up' and 'carry-off' men thus become a direct charge against the rates paid women. But wherever and whenever women are able to do identical work, or substantially the same work as men, any differential is clearly discriminatory."

The National War Labor Board sustaining the Panel, directed the inclusion in the labor agreement of an article incorporating "the principle of 'equal pay for equal work' for female employees who, in comparable jobs, produce work of the same quantity and quality as that performed by men." 7/

The opinion of the National War Labor Board stated that: 8/

"... In treating this question in the present case, the panel has recommended in part, that 'rates of pay for female employees will be based upon the established rates for the work performed. Where such work is identical with, or substantially the same as, that performed by men, on the same or comparable operations, the base rates and hourly rates will be the same.' The wording of the above-quoted section indicates the impropriety of using slight or inconsequential changes in job content or in method of operation as a sole reason for setting up a wage differential against women employees. Wage setting on such a basis is considered by the Board to be discriminatory and hence not compatible with the principle of 'equal pay for equal work'. The Board approves the above-quoted wording as recommended by the panel with the proviso, however, that it cannot be interpreted solely in relation to the physical characteristics of the operations performed. It must also be related to the quality and quantity of production turned out. Female employees assigned to the same operation which has been or which is performed by men should receive the same pay when they produce the same quantity and quality of output. Any differential which results in lower pay to women under such conditions would be discriminatory. On the other hand, where lower production or decreased performance standards must be established for women as compared with men, a proportionate adjustment of wages for women is compatible with the principle of 'equal pay for equal work'."

"...Any dispute regarding the rates established for women employees will be treated as a grievance and will be handled through the established grievance procedure which provides for ultimate determination by an impartial umpire."

In the General Motors Corporation cases 9/, the National War Labor Board, sustaining the recommendation of the National panel, directed that: 10/

"Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations".

7/ Ibid. p-323
8/ Ibid pp. 325,326
9/ General Motors Corporation cases No. 125 and 128, decided by NWLB: September 26, 1942, involving United Electrical Radio and Machine Workers, CIO, and United Automobile, Aircraft, and Agricultural Implement Workers, CIO; 3 WLR 351-377.
10/ Ibid. p. 351

The Directive order also indicates that the contractual grievance machinery is to be followed in disputes as to quality, quantity or comparability of work performed by women as against that performed by men, with arbitration reserved as the final recourse.

The opinion in this case, reiterated the position of the National Board as expressed in the Brown and Sharpe Manufacturing Company case. 11/

Again, in the Rotary Cut Box Shook Industry case 12/, the National Board, in an opinion affirmed that:

> "Where men and women perform the same work, one alongside the other, it is clearly proper to grant equal pay to the women if the work performed is comparable in quantity and quality."

Situation B: Women take men's jobs which are not changed in job content.

In the Norma-Hoffman Bearings Corporation case 13/, where women replaced men, the company agreed in principle to "equal pay for equal work", but a dispute developed over definition and terminology of the clause to be inserted in the union contract. The company proposed that the clause be made subject to cancellation upon termination of hostilities, when men would be available for work.

The recommendations of the National War Labor Board Mediation Panel on this issue, were embodied in the Directive Order of the National Board, which ordered that: 14/

> "...4. When women take the place of men and fully perform all of the tasks previously performed by men, they shall be paid the same wages as the men thus replaced."

The opinion in the Rotary Cut Box Shook Industry case 15/ stated that:

> "Attention is called to the fact that when the National War Labor Board adopted the 'equal pay for equal work' doctrine it was confronted with many cases involving war plants and war industries in which women were being hired to replace men as a result of the manpower shortage. These women were being called upon to perform exactly the same work that the men had previously performed, but some employers were seeking to take advantage of the women by paying them lower rates for the same work.

11/ Ibid p. 355-357
12/ No. 111-132-C decided by the NWLB December 7, 1943, involving the Int'l Woodworkers of America, CIO, and the Lumber & Sawmill Workers, AFL 12-WLR 606-9. This case is also considered under situation B in this section, and again, in greater detail, in section II, situation B.
13/ No. 120, decided by NWLB on July 18, 1942, involving United Electrical Radio and Machine Workers of America, CIO; 2-WLR 436, 447. The "equal pay" issue was mediated by the NWLB Mediation Panel and was not included in the NWLB opinion in Case No. 120, but was included in the Directive Order. This is a precedent case.
14/ Ibid p. 436
15/ See footnote 12.

The Board recognized the unfairness and injustice of such exploitation of women, and hence, in the opinion of Dr. George W. Taylor in the Brown and Sharpe Manufacturing Company case 16/, the Board laid down the principle that under such factual circumstances the women should receive the same pay as men if they performed work of comparable quantity and quality as compared with the work performed by men."

The opinion states further that in reference to the instant case:

"the parties shall endeavor to agree upon those job classifications in which women have replaced men in the industry as a result of war conditions and in which the women perform work of comparable quality and quantity as that previously performed by the men, or as that performed by those men who are still on the job. In such instances the women are entitled to the same rate of pay as the men."

In the Essex Lumber Company case 17/, the National War Labor Board affirmed the directive order of the West Coast Lumber Commission, granting the request that women employees be paid the same rate as men only in the case of two women tiers and one woman pen-holder operator and denying the request with respect to all other classifications employing women.

The supporting opinion of the Commission stated that: 18/

"We find generally women are not doing men's jobs but actually are working at a certain class of work. We do, however, find exceptions and those exceptions are as follows: Two women tiers whom we find are doing the same type of work as was previously done by men. It is therefore our opinion that these women should be entitled to the basic scale that men have been awarded which is 82½ cents per hour. Also there is a pen-holder machine operator who is doing substantially the same work as men. We award her the same increase to 82½ cents per hour."

Situation C: Women placed in jobs diluted in content.

The Directive Order in the Norma-Hoffman Bearings Corporation case 19/ directed that:

"...Where, however, the assistance of men is necessary, as in the handling of heavy material or the setting up of machines, a recognized differential based upon proper time studies shall be established. If the union deems the differential to be improper, the question shall be disposed of under the grievance procedure."

As has already been indicated in the opinion in the Brown and Sharpe case, proportionate rate differentials may be established to compensate for physical or aptitude limitations in women which involve setting lower production or performance standards than for men. Where the employment of women entails

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16/ 3 WLR 325-6.
17/ No. 111-852-D, decided by the NWLB December 8, 1943, involving the International Woodworkers of America, CIO, 12-WLR 659-663.
18/ Ibid p. 663
19/ Case No. 120; 2 WLR 436.

extra costs for supervision, set-up, or carry-off, such charges may be offset against the rates paid to women. However, the Board has clearly indicated the "impropriety of using slight or inconsequential changes in job content or in method of operation as a sole reason for setting up a wage differential against women employees." The opinion stated that: 20/

> "...the assignment of the heavy parts of a job to men may be a division of work and a specialization of tasks which may frequently be made without any increase in unit labor costs, even though the female employees continue to receive the established rate for the operation. In other words, such a method of performance may permit an increased production which offsets the added cost of the additional employees. In such cases, there is no sound basis for setting a differential rate against the female employee. It is pointed out that such a division of tasks has often been used on jobs manned entirely by male employees as a means of reducing unit costs while maintaining hourly rates. There are sound reasons, therefore, for guarding against the use of the procedure to cut women's rates when the 'extra' labor for heavy work does not increase unit costs of production."

III. Analysis of Board Policy on Misapplication of the "Equal Pay" Principle

In the Davis letter cited earlier, attention was called to the following situations in which the "Equal Pay for Equal Work" formula was sometimes improperly applied under Board policy:

A) Increasing the rates paid to women in one plant to higher levels paid for similar jobs in other plants.

B) Increasing the rates for women's jobs in a plant on the basis of a comparison with rates for other jobs in the same plant.

Situation A: Misapplication of the "Equal Pay" Principle to the Correction of Inter-Plant Inequities.

The criteria under which increases may be granted to females to remove sex differentials in wage rates pertain basically to intra-plant relationships. This is well illustrated by Board action in a number of lumber cases in which the West Coast Lumber Commission, on the ground of stabilizing wages within an industry rather than within a plant, and on the basis of its industry-wide experience in cases involving the employment of women, improperly utilized the "equal pay" principle to raise the level of wage rates paid to women.

In the Northwest Match Companies cases 21/, the Lumber Commission arranged for an investigator to inspect the operation of the match block companies involved, in order to determine whether work performed by women was equal to that performed by men. The investigator found that women "choppers" perform equal work with men. Thereupon, the Lumber Commission ordered that: 22/

20/ Case No. 101; 3 WLR 325-326
21/ No. 2980 (851), 2981 (852), 2982 (853), decided by NWLB December 18, 1943; involving United Brotherhood of Carpenters and Joiners, AFL, and Lumber and Sawmill Workers, AFL; 13 WLR 138
22/ Ibid p. 134

"1. Wages
(a) The employer parties to the above entitled cases shall increase wages to a minimum basic wage for common labor of 75 cents per hour. This minimum shall apply to both men and women."

In its reversing opinion, denying equal pay, the National Board reasoned as follows: 23/

"The basis for the comparison of the work performed by women with that performed by men was the Ohio Match Company, which is the only one of the three companies which employs men as 'choppers'. The Commission found that the women employed as 'choppers' in the operations of the Diamond Match Company and the Universal Match Company were more efficient than the men employed by the Ohio Match Company. It was upon the basis of this comparison that the Lumber Commission ordered the Diamond Match Company to raise the rates of pay for its women employees to the 75 cent per hour minimum.

"The National Board is of the opinion that the Lumber Commission misapplied the equal pay for equal work doctrine. The doctrine is intended to relieve any inequalities and inequities within a given plant based upon sex discrimination, and it was never intended that it be applied to inter-plant relationships as it was applied in the instant case. The Chairman of the National War Labor Board in a letter to the Secretary of Labor made public on June 4, 1943, made the following statement:

> 'We have even seen instances in which the workers have demanded or the employers have proposed that the wages being paid to women in one plant should be increased on the ground that in some other plant similar work is being done by men at a higher wage. Such proposals tend to overlook the fact that wages paid to men in the same occupation generally vary from plant to plant. In such cases, the question whether the work is done by men or women is irrelevant. The claim for increased wages immediately reduces itself to a simple question of different wage rates for the same work in different plants. Inter-plant inequalities in wage rates are quite common in American industry and often well established. They afford a basis for a wage increase only in very exceptional cases. If the inter-plant inequality is in fact one that should be corrected at all, its correction is independent of any question of men and women workers.'

"It appears to the National Board that the foregoing statements of the Chairman would foreclose us from sanctioning the application of the equal pay for equal work doctrine in the subject case. The mere fact that men employed as 'choppers' by the Ohio Match Company may not produce as much as women employed by the petitioner does not call for the granting of a wage increase to the petitioner's women employees upon the application of the equal pay for equal work doctrine.

"Also the fact that some other employer may hire men to do the same work at a higher rate of pay affords no basis for ruling that the first employer must pay the same rate as the second employer because of the War Labor Board's equal pay for equal work principle. Such an application of the doctrine would result in equalization of pay rates among plants within an industry rather than the elimination of unfair wage rate discriminations based upon sex within the plant of a given employer."

23/ Ibid. p. 137-138

Similarly, in the Spokane, Washington Detail and Stock Shops case, 24/ in which the National War Labor Board reversed the order of the West Coast Lumber Commission (granting equal pay for equal work except for a 2½ cent per hour differential for unskilled female labor in re-manufacturing shops) and advised the parties to negotiate with respect to wage rates for women, the Board stated:

> "It is the opinion of the National Board that the Commission went rather far afield when it ruled that the Spokane Stock Shops should pay their women employees the same basic minimum rate as that paid to men because the Commission had ordered the northern and central California pine operators to grant equal pay. It is fundamental that the 'equal pay for equal work' doctrine is intended to correct unfair wage discrimination based upon sex, existing within a given plant. The practice of employers in other plants is not controlling when it comes to determining whether or not an employer in a given plant is violating the equal pay for equal work doctrine. Each case must be determined upon an examination of its facts and by an application of the principles discussed above to those facts." 25/

The Lumber Commission had reasoned as follows:

> "In its July 30, 1943 directive order the Commission found that the work performed by women is of equal quality and quantity in the jobs in which they are employed as compared with the work performed by men. Accordingly, the Commission provided that 'women shall be paid the same wages paid to men in all of such jobs and shall be entitled to the same wage increases provided in Section 1 of the directive order, retroactive to the same dates, except that women employed as common labor in remanufacturing plants and paid 2½ cents per hour less than men shall receive equal pay effective June 1, 1943'."
>
> "...The Commission states that since the original Pine decision it has had the equal pay question before it on a number of other cases, including the Northern and Central California Pine Cases in which the employers admitted that, on the whole, the women employees produced work equal both in quantity and quality to that of men. Thus, it is stated in the decision, 'as a result the Commission has finally come to the conclusion, as evidenced in a series of its decisions, that the work of women where they are employed in the lumber industry is generally equal both in quality and quantity and that there is no basis for the original discrimination'..." 26/

Again, in the case of Pine Industrial Relations Committee, Incorporated 27/ the National War Labor Board set aside the directive order of the West Coast Lumber Commission, stating that: 28/

24/ No. 2534-D (406) decided by NWLB December 10, 1943, involving Northwestern Council of Lumber and Sawmill Workers, AFL; 13- WLR, pp. 33-41.
25/ Ibid. p. 39
26/ Ibid. p. 38
27/ No. 2498-D, decided by NWLB December 23, 1943, involving United Brotherhood of Carpenters and Joiners, AFL and Lumber and Sawmill Workers, AFL, 13 WLR p 197-203.
28/ See Opinion 13 WLR pp. 202,203.

"It seems clear to the National Board that the Commission was considering the equal pay for women problem on an industry-wide basis. It did not necessarily require testimony and evidence as to each individual company, rather, the Commission based its decision in the main on the ground that women are performing equal work to that of men in other sections of the lumber industry.

"However, it is the opinion of the National Board that the Lumber Commission did not strictly adhere to the principles governing the application of the 'equal pay for equal work' doctrine as stated by this writer in the Spokane Stock Shops case, to which reference has previously been made. While it is not ordinarily the practice of the National Board to disturb the findings of its Regional Boards and Commissions, nevertheless, it will reverse one of its lower tribunals when a showing is made that there has been a misapplication of some mandate of policy of the National Board, such as the 'equal pay for equal work' doctrine".

"In this case, as in the Spokane Stock Shops case, there is a lack of any precise testimony or evidence which would form a proper basis for the application of the equal pay for equal work doctrine. The National Board does not feel that the fact that other lumber operators grant equal pay to women should be the controlling factor in determining whether any given employer should grant equal pay to his women workers.

The National Board is of the opinion that the equal pay for equal work doctrine has not been correctly applied in this case, and it accordingly directs the parties to negotiate on the question of pay for women workers upon the basis of the opinion in the Rotary Cut Box Shook case,...and in accordance with the principles set forth by Chairman Davis of the National Board in his letter to the Secretary of Labor, which was made public on June 4, 1943...If the parties are unable to reach an agreement upon the subject of equal pay for within thirty (30) days of the date of this order, the matter should be submitted to the West Coast Lumber Commission which shall appoint an arbitrator, whose decision shall be final and binding. It is to be noted that the foregoing procedure has previously been adopted by the National Board in other cases in which the Board had reason to believe that the 'equal pay for equal work' doctrine was misapplied by one of its lower tribunals."

The National War Labor Board also set aside the directive orders of the West Coast Lumber Commission, equalizing wage rates of men and women for equal work on an industry-wide rather than on a plant-by-plant basis, in the Rotary Cut Box Shook Industry case, and again in the Smith Wood Products Company case. Both cases are predominantly (but not exclusively) concerned with intra-plant rather than inter-plant problems of wage rates for women, and are discussed under Situation B of this section.

Situation B: Misapplication of the "Equal Pay" Principle to Intraplant Inequities

The Board has also limited the application of its "equal pay" policy within plants to wage differences based on sex within the same occupation. Wherever there have been alleged discrepancies between the rates of jobs employing women exclusively and other occupations employing men, the Board has either refused to disturb the rates on the ground of justifiable historical differentials or has suggested the use of a job evaluation approach in which the relation of job content and not the factor of sex has been the primary consideration.

In the Rotary Cut Box Shook Industry case 29/ the Lumber Commission had granted a basic minimum wage for common labor of 80 cents per hour to both men and women. This involved granting a 10 cent per hour increase to men, for whom the prevailing wage was then 70 cents per hour, while a 15 cent per hour increase was required to raise the corresponding rate paid to women to the new 80 cent basic minimum. The reasoning behind the Commission's decision was as follows: 30/

> "The representatives of the employees contended that the women employees do equal work with that of the men and that they are entitled to equal pay. The testimony that this Commission has received in these cases and in the plywood cases, and our examination of the working conditions in the package veneer plant we have visited, have convinced the Commission that on the whole the women do work equal in quality and quantity to the men. Some classes of the work such as the inspection and the operating of the stitching machines, seems to be done with more deftness and accuracy by the women than would be the case with men employees. A few of the women employees engaged in the heavier tasks may not, on the other hand, do quite as much work as the men, because of their lesser strength, but, on the average, it is plain to this Commission that the women are at least as faithful, as competent, and as able. We think, therefore, that the wages of the women should be increased from 65 cents to 80 cents, the same wage that is paid to the men."

The reversing opinion of the National War Labor Board, however, stated in part that: 31/

> "...The National War Labor Board is not satisfied from the record of this case that a five cent per hour wage differential in some of the job classifications violates the 'equal pay for equal work' doctrine in the plants concerned. Therefore, the National War Labor Board hereby sets aside that portion of the West Coast Lumber Commission's directive order of May 26, 1943, which orders a wage increase for all women from 65 cents per hour to 80 cents per hour. Further, the Board directs the parties in the instant case to endeavor to negotiate an agreement setting forth the job classifications within the industry which have been historically performed by women, and for which rates have been set accordingly. It is to be understood that for such job classifications a general wage increase of ten cents, rather than 15 cents as ordered by the West Coast Lumber Commission shall be paid."

The cited opinion also said that when the Board formulated the principle of equal pay for comparable quantity and quality of work, it was aware of the fact that in some industries, wage rate discriminations against women for work of comparable standards to those set for men in the same plant were historic. While the National Board fully intended the "equal pay for equal work" doctrine to be used to eliminate such intra-plant inequalities "even though there might not be any showing in a given case that women were replacing men on such jobs", the Board did not contemplate that the doctrine would be applied to those occupations which were limited to women employees only.

29/ Case No. 111-132-C, decided by the NWLB on December 7, 1943, involving International Woodworkers of America, CIO and the Lumber and Sawmill Workers, AFL; 12 WLR 608-609.

30/ Ibid. p. 606 31/ Ibid p. 608.

Although the "Equal Pay" principle was not an issue in the Smith Wood Products Company and Evans Products Company case 32/, the West Coast Lumber Commission ordered an equalized minimum wage rate for men and women working in the battery separator plants and other operations of the two Oregon plywood companies.

The companies contended and the union did not deny that an historic differential never lower than 10 cents per hour existed between the basic minimum rates in the fir lumber industry and the battery separator industry. Prior to the 7½ cent across-the-board increase granted under the Commission's directive order, the basic minimum wage for male common labor in the sawmill and plywood operations had been 82½ cents per hour as against 77½ cents in the battery separator plants. The minimum wage for women in the battery and separator plants had been 72½ cents per hour at the Evans plant, and 67½ cents per hour at the Smith Wood Products plant. The union demanded a 90 cent per hour basic minimum in all operations including the battery separator operations on which most women were employed, on the ground that a large amount of skill was involved in the jobs. Management, on the other hand, held that the jobs involved were traditionally performed by women and that the rates were established through collective bargaining over a period of years and had always reflected a differential between rates paid to women and those paid to men.

The reasoning behind the Lumber Commission's decision, which destroyed existing differentials, may be understood from the following opinion: 33/

> "These cases present a situation now made familiar to us by the necessity of dealing with like differentials in the pay of women and men in several branches of the lumber industry, including the plywood, package veneer, and cooperage cases. In this case, as in these earlier cases, it is admitted that for the lighter tasks which women have been doing for a number of years their work is performed quite as efficiently and as well as when done by men employees. Not infrequently the women show greater dexterity or accuracy than the men. However, from the beginning of their work in such factories, the basic wage for women has been less than men, chiefly due, we may presume, to the fact that there has been a greater surplus of women's labor.
>
> "Lately, however, employers have been using women in these various branches of the industry to take the place of men even in the heavier tasks where men traditionally have been employed. Here a different rule has been generally followed. The Evans Products Company, in its brief in these cases, puts the matter as follows:
>
> > 'Wherever in its operations women are doing work ordinarily performed by men, they are paid the same rate as men. A number of the operations in the battery separator plant that have normally been done by men because of the heavier character of the work involved have recently been taken over by women and in every instance the rate for the job formerly paid to the men is now being paid to the women.'

32/ Case No. 2383-D (256), decided by the NWLB, December 10, 1943, involving Lumber and Sawmill Workers, AFL; 13 WLR p. 16-19.
33/ 13 WLR p. 17.

"Since the inequality of pay between women and men has disappeared in those heavier tasks, where the women cannot be so efficient, we believe it to be all the more our duty to abolish the inequality where the work of women is fully equal to that of men, both in quality and quantity. The recent rulings of the War Labor Board indicate that it is no less our duty now that it was heretofore to equalize the pay of women with that of men for comparable quantity of work in the same of similar operations in the same plant."

The National War Labor Board, however, ordered that the rate differential between women workers in the battery separator plants and men working in that and other operations of the company be maintained, and in a reversing opinion, stated that: 34/

"In overruling the Commission's decision the National Board has noted particularly that the differential for women has existed during an extended period of collective bargaining. Likewise the National Board has noted that in some instances the women have not replaced men but have been performing jobs which have strictly been performed by women for many years. The Commission has displayed a tendency to grant equal pay to women on grounds which cannot be approved by the National War Labor Board. There are certain definite principles which are controlling in this issue and these are set forth in a letter from Chairman Davis of the National War Labor Board to the Secretary of Labor. The Chairman points out that the solution of the equal pay problem in cases where women are employed to replace men on jobs which have not changed is relatively simple. With reference, however, to situations in which women have not replaced men, he states:

'We have found from experience that there has been some tendency to abuse this rule of equal pay for equal work.'

"This refers particularly to job classifications to which only women have been assigned in the past. The rates for such jobs, especially when developed by collective bargaining are presumed to be correct in relation to other jobs in the plant.

"Whether a job is performed by men or women, there may be a dispute over correctness of its wage rate in relation to rates for other jobs in the same plant. Their determination should not be related to the 'equal pay for equal work' questions: they should be determined on the basis for maintaining or developing a proper balance of wage rates for various jobs based upon job evaluation."

Applying the principles contained in the foregoing letter the National Board concluded that an evaluation of the jobs performed by man and women was the appropriate approach to the problem of equitable wage rates and that the application of the 'equal pay' doctrine was inappropriate.

34/ Ibid P. 18-19.

The reversing opinion of the National Board also noted that:

"It would appear that the Commission has committed further error in comparing the jobs of women employed in the battery separator plants with men's jobs in the sawmill. Such a comparison is not proper and constitutes an improper application of the 'equal pay for equal work' doctrine."

The Bendix Aviation Corporation case 35/, is another important case. While a misapplication of the "equal pay" principle is not involved, this case may be considered with Group B cases since it involved problems of intra-plant inequities sometimes confused with the "equal pay" principle.

The principle issue was whether or not certain jobs including inspection, were to be performed exclusively by women, and if so, the appropriate rates for such jobs. The Company held that female classifications which were restricted in terms of type of work and job rates to relatively few departments by a collective bargaining agreement, should be extended to other departments. It also asserted that female classifications are traditional in its industry and that their elimination would place the company at a competitive disadvantage. While it agreed to pay women who replace men on men's jobs in accordance with the principle of equal pay for equal quantity and quality of work, the company maintained that: 36/

> "There is a wide difference between the type of work done by female and male employees. The jobs are not comparable. Although there are a number of classifications in which both men and women are employed, this is because the union has forced the company to retain men on women's jobs and restricted the number of women the company could hire. On these jobs the men were overpaid; they were originally placed on the second and third shifts because Indiana State Law prohibited women from working at night but the law has since been set aside for the duration of the war."

According to the company 934 females were employed in 26 exclusively female departments.

The union denied that female occupations as such existed in the plant, offering as proof some thirty classifications in which both male and female workers were employed and were doing comparable work. The company's plan of establishing new female occupations and putting men on other jobs, it argued, was for the sole purpose of decreasing labor costs at the employees' expense. Under this plan the company could establish new women's classifications with lower wage rates for all jobs now performed by men but which women were physically capable of performing. According to the union, a differential of as much as 25 cents per hour existed between rates paid to male and female employees doing comparable work.

The unanimous panel recommended that the parties: 37/

> "...select a private industrial engineer or other competent person as a technical advisor for a study and reevaluation of the existing rate structure...and that the company shall provide equal pay on comparable jobs for equal quantity and quality of work."

The panel, in its report, also stated as follows: 38/

35/ No. 2941 decided by NWLB July 26, 1943, involving United Automobile, Aircraft and Agricultural Implement Workers, CIO:10-WLR p. 45-54
36/ Ibid. p. 49.
37/ Ibid p. 54
38/ Ibid p. 46

"The panel is of the opinion that the female classifications should be eliminated unless to do would place this company at a competitive disadvantage. The panel is further of the opinion that if the female classifications are to be retained, the wage differential (25 cents) between female and male should be narrowed somewhat. The panel is also of the opinion that the company should be free to employ as many women as it desires. The panel believes that the sex alone of the employee should not determine the evaluation of the job. Wage rates should be based upon the difficulty of the job, the conditions of the work, the skill required to perform the task, and so forth. But on the record before the panel, it is unable to make these determinations in the first instance. The panel therefore suggests a reevaluation by the parties of each of the jobs in question, with such aid as is specified below in connection with the other job classifications, the wage rates properly applicable thereto, and the extent, if any, to which restrictions should continue to be placed upon the hiring of female employees."

The National War Labor Board, in its directive order, referred the issue of jobs and wage rates for women to the parties for further negotiation, stating as follows in its opinion: 39/

"This issue relates to a number of different jobs including inspection. By agreement of the parties, certain jobs in specified departments are listed as female classifications and carry a lower rate than jobs in the same general category in other departments which are designated as male classifications.

"Such a set-up was largely based upon pre-war conditions. The inspection jobs may be taken as an example. In the various departments such jobs were similar in many respects. In some departments, however, the work as a whole predominantly involved less skill and effort. It was assigned a relatively lower rate and the parties agreed that female inspectors could be employed on such tasks. In most of the departments, however, a more exacting type of inspection predominated and was paid a higher rate and was to be performed by men. It should be noted that certain inspection tasks in the two types of classifications were comparable. The classifications were apparently based upon the predominant characteristics.

"By their agreements, the parties have consistently restricted the extension of the female classification beyond certain named departments. Thus, in the present contract it is provided that 'the present female classifications shall remain as standard for automotive departments and for aircraft work now performed in departments noted with asterisks unless changed by agreement between the parties hereto.

"The above outlined arrangement adopted by the parties for pre-war conditions has not met the needs of wartime operations. Increased production and extensive sub-contracting has, for example, greatly increased the volume of inspection work. Relatively simple types of inspection have had to be performed in departments where only male inspection at the relatively higher rates were recognized by agreement. In such departments, because of the volume of inspection, there are now male employees whose work is undoubtedly comparable with that performed by female employees in the departments where female classifications are recognized. At the same time, there has been an increased volume of inspection involving more exacting operations, which have been assigned to employees in the female classification.

39/ Ibid p. 45,46

"In short, the wage rates paid for inspection are not related to the type of work actually performed. Nor can this problem be met by simply increasing all the rates for female classifications to the rate paid to male employees on inspection jobs. This would not give equal pay for equal work but equal pay for unequal work.

"The problem presented in this case is not primarily related to the Board's policy on equal pay for equal work to female employees. On the contrary, it represents a fundamental problem of intra-plant wage rate relationships arising from a lack of balance between various rates.

"What is obviously needed in this situation is a re-evaluation of job classifications on the basis of job content. The job classification should not be divided on the basis of male and female classifications. They should be evaluated on the basis of skill, effort, and job content and classified into various grades of work with appropriate rates for each classification. The rates for each type of job should be made available to every employee on the job whether male or female. In other words, the female classifications for all departments should be eliminated as such."

Unable to reach agreement through further negotiation, the parties submitted the dispute to arbitration, and as a result of the arbitrator's award, the company was permitted to hire female employees without restoration. 40/ However, in respect to wage rates the company was to be bound by the following considerations: 41/

> "...4) In occupations for which there are now no female classifications, the female rates shall be five (5) cents under the male rates. 5) In occupations for which there are now female classifications the female rates shall be ten (10) cents under the male rates."

Since 4.5 cents per hour of the differential under provision (4) and 5 cents per hour under provision (5) represent an allowance agreed to by the parties to compensate for the two ten-minute rest periods allowed to women employees, the award, in effect eliminated the differential for females taking or doing men's jobs and reduced the differential against females employed in those classifications where some variations in rates were justified on the basis of differences in job content. It should be noted that under the old agreement the "female" classifications carried a single uniform rate of 82 cents per hour while jobs in the "male" classifications paid a top rate of $1.08 per hour.

In summary it may be noted that on the basis of General Order No. 16, the National War Labor Board has sustained the doctrine of "equal pay for equal work" in cases where women were found to be replacing men, or working on the same job as men and their production was found to be substantially the same in quality and quantity. The National Board has modified decisions in cases where the "equal pay" principle was erroneously applied to jobs where women failed to meet the production standards set for men. Where the equal pay principle has been applied to equalize the rates paid to women in one plant with those paid to men or women for comparable jobs in another plant, such

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40/ The reasoning of the Arbitrator is cited in part in Appendix D

41/ Case No. 2941-D 11WLR 669-677 Arbitrator's Award, December 7, 1943, upheld by NWLB September 20, 1943. See also NWLB Press Release B 1061.

decisions have been held improper and erroneous. Also in those cases where the "principle" has been applied to jobs traditionally assigned to women, denial of equality in pay has generally been based on the presumption that such rates were correctly rated in relation to other jobs in the plant, especially if those rates were established through collective bargaining 42/

IV. The Extent of Voluntary Adjustments under General Order No. 16

Prior to January 3, 1944, employers making wage adjustments under General Order No. 16 as adopted November 24, 1942 were required to submit to the National Wage Stabilization Director sufficient information to show that they had properly applied the terms of the Order 43/. The reports are available in tabulated form for the period from November 24, 1942 through October 15, 1943 and may be summarized as follows:

REGIONAL WAR LABOR BOARD		REPORTS RECEIVED		EMPLOYEES AFFECTED	
No.	Name	No.	% of Total	No.	% of Total
	Totals	2,064	100.0	42,873	100.0
1	Boston	196	9.5	9,713	22.7
2.	New York	423	20.5	12,851	30.0
3.	Philadelphia	195	9.4	2,410	5.6
4.	Atlanta	64	3.1	466	1.1
5.	Cleveland	315	15.3	3,456	8.1
6.	Chicago	586	27.4	9,953	23.2
7.	Kansas City	103	5.1	670	1.6
8.	Dallas	14	.7	282	.6
9.	Denver	9	.4	67	.1
10.	San Francisco	30	1.5	219	.5
11.	Detroit	134	6.5	2,709	6.3
12.	Seattle	13	.6	77	.2

Source: Reports transmitted to the National War Labor Board Washington Office Re: Adjustments in Wage or Salary Rates Paid to Women to Equalize Them With Rates Paid to Men in Accordance with General Order No. 16; adapted from Table 12, Week Ending October 15, 1943.

Additional unprocessed reports are available after this date but the material has not been tabulated and is not in usable form at this time. An estimate has been made of the reports filed by employers, notifying the National War Labor Board of voluntary increases granted under General Order No. 16, for the entire period from the promulgation of the Order (November 24, 1942) to the revocation of its reporting provision (January 3, 1944). According to this estimate 2,250 reports were filed, involving increases to 59,500 women. 44/

42/See Appendix D for notes and comments pertaining to opinion cases included in this report which were not carried in the main text since they were considered subsidiary to the principal problems studied.

43/Reported on Form NWLB 200. "Report of Adjustment of Wage or Salary Rates Paid to Women under NWLB General Order #16". See Appendix B for type of information required.

44/ See NWLB Press Release B 1224, January 14, 1944.

APPENDIX A

Interpretation No. 1 to General Order 16 states that: 1/

"Wage adjustments required by State statutes which prohibit wage discrimination between the sexes are 'adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations' within the meaning of General Order No. 16, and may be made without approval of the National War Labor Board.

"Q. 1. Must wage adjustments required by State statutes to equalize rates paid to women workers be reported to the Board?

A. No.

Q. 2. If the character of the work has been changed in order to permit it to be performed by women, may the wage rate for the job also be changed without approval?

A. Yes. The new job constitutes a new classification and a rate may be set in accordance with General Order No. 6.

Q. 3. If only women have been assigned to a particular job in the past, may their rate be increased without approval to equal the rate paid for similar jobs performed by men in the area without approval?

A. No."

1/ Wage stabilization General Orders and Interpretations under Executive Order 9250, Executive Order 9328 and the Regulations of the Director of Economic Stabilization; pp. 27, 28. Issued by the Office of the General Counsel and approved by the National War Labor Board.

Form NWLB 200

APPENDIX B
NATIONAL WAR LABOR BOARD

REPORT OF ADJUSTMENT OF WAGE OR SALARY RATES PAID TO WOMEN UNDER NWLB GENERAL ORDER # 16

1. Name of Employer	"X"
2. Main office Address of Employer	Los Angeles, California
3. Address(es) of Place(s) of Business Involved in this Adjustment	Los Angeles, California
4. (a) Type of Establishment (Factory, Mine, Wholesaler, Retailer, etc.)	(b) Industry (Clothing, Coal, Transportation, etc)
Office Building	Real Estate
(c) Products or Services (Name Two or Three of the Principal Products Made or Handled, or Services Performed)	5. Total Number of Employees on the Payroll working at Time of Adjustment in the Places of Business Involved
Rental of Stores and Offices	14

6. Enter on the form below, on a separate line for each job classification involved in this adjustment, the information requested. If different rates of pay are involved in this adjustment for the same job classification, separate lines should be used for each different rate. Use additional sheets of plain paper if more space is required.

Job Classification	No. of Women Involved in This Adjustment	Wage or Salary Rate Prior to This Adjust. Dollars or Cents	Per	Adjusted Wage or Salary Rate: Dollars or Cents	per	Wage or Salary Rate Received by Men in This Establishment Either now Performing or Who Last Performed Comparable Work
Elevator Operator:	1	---	---	$112.80	Mo:	$112.50

7. State Briefly Why This Adjustment Has Been Made: to equalize wages of women elevator operators with those of men for comparable quality and quantity of work.

8. Person Filing This Report
Name "X"
Title Building Manager
Date October 3, 1943

APPENDIX C

OTHER CASES INVOLVING THE "EQUAL PAY" PRINCIPLE 1/

Company	Case No.	Date of NWLB Action
Frank Foundries	95	9/16/42
U. S. Cartridge Corporation	75	10/5/42
Aluminum Company of America	64, MB-56	11/11/42
California Company Metal Trades Ass'n 1/	665	1/1/43
Niles-Bemont-Pond Company	340	1/2/43
Weatherhead Company	217	1/12/43
Leviton Manufacturing Company	507	3/10/43
W. B. Jarvis	AR-133	3/18/43
LaCrosse Rubber Mills	433	3/30/43
American Can Company	2508-CS-D	3/31/43
Refined Syrups and Sugars, Incorporated	773-775-780	4/7/43
Roller Bearing Company of America	AR-88	4/20/43
Riverside & Dan River Cotton Mills	536 (2664-CS-D)	5/6/43
Pittsburgh Department Stores	699 (2827-CS-D)	6/9/43
General Optical Company	448 (2676)	6/16/43
Creamery Package Manufacturing Company	AR-11-152	6/16/43
Rockford Furniture Manufacturers Ass'n	3943-D (953)	6/26/43
Reeves Steel & Manufacturing Company	3265-CS-D (AR 213)	7/21/43
Ken-Rad Tube & Lamp Corporation	2942 CS-D (815)	7/22/43
Los Angeles Drug Houses	2662-CS-D	7/29/43
Waukesha Motor Company	401	7/30/43
Celotex Corporation	2300-CS-D	8/19/43

1/ Except for the California Metal Trades Association case, which was certified to the National War Labor Board prior to the adoption of General Order No. 16, these cases do not have opinions by the National Board.

Frank Foundries. Moline, Illinois; involving United Automobile, Aircraft and Agricultural Implement Workers, CIO. The Directive Order of the NWLB states that:

"...4. Work and General Conditions

The parties shall incorporate under this heading in their contract the following provisions:

...Section 2. Female employees hired to perform the same work as performed by male employees shall be paid on the basis of the principle of equal pay for equal work."

U.S. Cartridge Corporation, St. Louis, Missouri; involving the International Association of Machinists, AFL. The National Board directed that wage rates for women be set in accordance with the principle of equal pay for comparable quantity and quality of work. Disputes as to quality, quantity, or comparability of work are to be subject to arbitration.

Aluminum Company of America. Los Angeles, California; involving the U.A.W., CIO:

"The NWLB upheld the Referee, and ordered that:

On those jobs on which by established practice in the Vernon plant women exclusively are employed, the minimum wage for female employees shall be as follows: for the first month of service, 62 cents per hour; for the second month of service, 66 cents per hour; for the third month of service and thereafter, 72 cents per hour, except that wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations with male employees.

Any dispute arising as to the question of quality, quantity, or comparability, as herein defined, shall be subject to consideration under the established grievance procedure.

On all jobs for which women are hired to perform work formerly done by men or on which both men and women are employed interchangeably, the minimum wage rate shall be 72 cents per hour for all hourly paid employees.

Such rate of pay shall be retroactive to August 7, 1942."

California Metal Trades Association, San Francisco, California, and International Association of Machinists, AFL. The following Directive Order and Opinion was issued by the National War Labor Board:

Directive Order

"1. The parties shall within one week from the date of this order meet for the purpose of surveying the occupations in which women are or will be employed by the Company in order to negotiate the rates for these occupations upon the principle of equal rates for male and female employees, within the terms of the contract between the parties, for comparable quantity and quality of work on comparable operations.

2. If, within two weeks thereafter, or at such later time as the parties may agree upon, the parties do not come to an agreement, the matter shall be referred to an arbitrator appointed by the National War Labor Board for Final determination. ...

3. Until final determination of the issues, the Company may continue to employ women at rates lower than those fixed in the contract for helpers or specialists provided, however, that the final determination shall be retroactive to the dates of hiring both for present and future female employees."

Opinion by Wayne L. Morse (California Metal Trades Association of San Francisco)
(Case certified to NWLB 10/31/42 i.e. prior to G.O. # 16)
"It is fundamental to the law of contracts that a contract must be construed in the light of circumstances in which it was made and of contemplation of the parties as to its purposes. The contract in this cases was made when no female employment existed or was contemplated. The contract is silent on the question of female employment. To the extent that such employment raises a completely new issue, the contract does not preclude consideration and determination of the issue.

On the other hand, the fact that, as stated by the Company, women employees as well as male employees in other plants performing the same operations receive lower rates than those claimed by the Union in this case is irrelevant. If, by the terms of the contract, the Company is obliged to pay such higher rates to its male employees it must also pay the higher rates to female employees for comparable quantity and quality of work on comparable operations. The determination of comparability in operations, quantity and quality is obviously a matter in the first instance for the parties.

In this case, negotiations between the parties on these issues proved abortive largely because of the insistence that a contract precludes any lowered rate of pay for women even when their work is of inferior quantity or quality. With the Board's determination that the contract is not so preclusive, the parties should be able to negotiate successfully on those issues.

Accordingly, the Board directs that the parties should meet and jointly survey the occupations upon which women are or will be employed, for the purpose of determining whether the quantity and quality of their work is comparable, to that of men on similar operations and if not what differentials in rates is necessary in order to equalize the real rates. These negotiations should commence within seven days from the date of the directive order of the Board. If the parties cannot reach an agreement settling the dispute within two weeks thereafter, the matter shall be submitted to an arbitrator appointed by the War Labor Board for final determination. In the meantime, the Company may continue to employ women at the lower rates. The final determination with respect to both the women who have already been hired, and those who will be hired in the future should be retroactive to the date of hiring so that no female employee will be prejudiced by the time consumed in the process."

Niles-Bement-Pond Company, West Hartford, Connecticut; United Electrical, Radio, and Machine Workers, CIO; the National War Labor Board equalized starting rates for men and women and also ordered that:

"...4. The principle of equal pay for equal work shall apply among all employees, male and female."

Weatherhead Company, Cleveland, Ohio, and U.A.W., CIO. The National War Labor Board ordered that:
"1...There shall be no sex differential in these increases."

Leviton Manufacturing Company, Brooklyn, N.Y. and International Brotherhood of Electrical Workers, AFL. The National War Labor Board directed that:
"...Equal Pay for Equal Work
"Wages for women shall be set in accordance with the principle of equal pay for equal work. Any claim of irregularity shall constitute a grievance to be settled under the terms of this agreement.

W.B. Jarvis, Grand Rapids, Michigan, and Employees of W.B. Jarvis, Independent:

Directive Order...
"2. New employees in each classification shall be hired at a rate of 10¢ below the going rate for that classification and receive an increase of 5¢ an hour after each six weeks of service until they reach the going rate. Rate of the present workers shall be adjusted accordingly.

...4. Female workers shall be granted a wage increase of 7¢ an hour. The provisions of paragraph 2 for hiring new employees shall apply to female workers.

5. In the event that the Company now is employing women to replace men to do men's work or undertakes to do so in the future, the principle of equal pay for equal work shall apply. In the event that the parties through their usual procedure cannot reach an agreement when a dispute arises over the interpretation of this principle, the Chairman of the National War Labor Board shall appoint an arbitrator to settle the dispute."

LaCrosse Rubber Mills Company, LaCrosse, Wisconsin, and United Rubber Workers, CIO. The National Board directed that:

..."4. Wage rates for both male and female employees shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable occupations."

(Under the old system of wage payments, women received 6 to 8 cents per hour less than men on same jobs.)

American Can Company, San Francisco, California, and the International Association of Machinists, AFL

Directive Order
"1. Wages.
...The Company and the International Association of Machinists, AFL, shall incorporate into their collective bargaining agreements the following wage provisions:
...When a job has been established by custom in the Company on the Pacific Coast as a female job, the females and males have done the same work, the female's rate shall prevail for females; provided, that any job in United Factory 96-A presently classified as a male job shall continue to be classified as a male job even though a female may be appointed to such job.'
'When females replace males on other work than covered by condition 1, and the females' performance is more than fifty per cent and less than one hundred percent of the males' performance, a differential of one-half the factory differential between males and females shall be deducted from the males' job rate only while the female is working on this job.'

' Where females replace males on work which males customarily perform throughout the Company on the Pacific Coast, and the females fully perform all of the work previously performed by males, the females shall be paid the male rates."
" The Company and the International Association of Machinists, AFL, shall also include in their collective bargaining agreements a clause providing for transfer from the low to the high rate prevalent in each job classification on completion of 2,000 hours' service with the Company."

Refined Syrups & Sugars, Incorporated, Yonkers, and New York City, New York, and Sugar Refining Workers, International Longshoremen's Association, CIO. The Union and the companies are agreed on the principle of equal pay for equal work. They differ chiefly on the question of what wage is to be paid for during any period when a determination is being made of relative quantitative and qualitative output of women newly employed on traditional men's jobs.

Directive Order

" 4. The following clause shall be inserted in the contracts between the parties:

'The Company and Union subscribe to the principle of equal pay for equal work, qualitatively and quantitatively, and in effectuating this principle will, where a woman is assigned to work customarily performed by a man, pay the man's rate therefore. If there is any question on the part of the Company of the ability of a woman so to perform, the question of the rate to be paid shall, before the employment of the woman, be discussed between the shop steward and the business agent of the Union and the superintendent and the employment manager of the Company. Failing the reaching of an agreement, the rate proposed by the Company shall be temporarily paid and the dispute handled as a grievance. The rate arrived at as a result of this procedure shall be paid and made retroactive to the start of the period of employment." (Recommendations of Panel incorporated into Directive Order)

Roller Bearing Company of America, Trenton, New Jersey; and UAW, CIO. The NWLB issued no formal directive order in this case but issued a press release announcing that it had approved the arbitrator's award. The arbitrator's award is quoted in full below.*

Arbitrator's Award

"2. Wages for Women

a) A starting rate of 45 cents will apply
b) Job rates as proposed by the company shall be adjusted to this new starting rate.
c) Automatic increases of five cents shall be given after three and six months' employment.

"Rates for Women

Both the company and the union agree in principle to equal pay for equal work, but serious differences of opinion have arisen in the application of equal pay to starting rates, automatic increases, and specific jobs. The problem is complicated by long-established differentials in starting rates and in pay for those occupations for which women have consistently been employed. The union demands that the differential in the starting rate be wiped out and that the automatic increases be made the same both in amount and in length of period. The union also contends that the job rates for women in those occupations always or normally filled by women are low because the employees are women and that these rates do not represent a proper evaluation of the work performed. These three aspects of the question will be examined separately.

"Starting Rate

The starting rate for owmen has been 41 cents and the company offers to raise it to 44 cents, which will bring it to the level of the starting rate paid by Bantam Bearing and within one cent of the starting for women paid by Norma Hoffman. The Union contends that it should be raised to 55 cents, which is the rate which the men receive.

* (8 WLR p 54-)

"The company is correct in its claim that the principle of 'equal pay for equal work' applies specifically to those cases in which women take over jobs which have been performed by men. In the Brown and Sharpe case the National War Labor Board sanctioned an existing 10-cent differential in starting rates (55 cents for men and 45 cents for women), and in its decision of November 11 on the Aluminum Company of America case, Vernon plant, the Board ruled that, 'on those jobs on which by established practice women exclusively are employed', a starting rate 10 cents lower than that paid to men, or to women taking men's jobs, would apply. It is essential that a decision in this case follow the practice established by the Board.

"The arbitrator believes, however, that a 10½ cents differential is all that is justified, and the starting rate for women is herewith established at 45 cents, with the understanding that it will apply on those jobs which have customarily been held by women.

"Automatic Increases

The company proposed automatic increases of three cents, four cents, and three cents, respectively, at the end of successive four-month intervals. These will bring the women's rates from 45 cents to 55 cents in a period of one year. The union believes that the automatic increases should be five cents, and that there should be two such increases three months apart, bringing the rate to 55 cents in six months. In this way women employees would receive the same amounts within the same period of time as the men employees.

"The Union's contention is both reasonable and sound. Although it may fairly be argued that the starting rate for women may be lower on simple or light operations than for men--or for women substitutes -- who perform heavier and/or more complicated tasks, it can not be argued that women acquire skill or increase their worth to the company more slowly than men or than women substituting for men. True, the work assigned to them may be worth less to the company, and by prolonging the period of automatic increases the management theoretically is prolonging the incentive provided by prospective increases. But in a time of accelerated operation and overtime work skill is acquired rapidly and should be rewarded when it is acquired. Furthermore, the rate range of 10 cents or 11 cents upon which the union and the company have agreed means merely that, for the lowest rated jobs, five-cent automatic increases at the end of three and six months will merely move women employees from the bottom to the top of the range without doing violence to the carefully worked out job classification and rate structure. "In view of these facts, the company's proposal is rejected in favor of automatic increases of five cents at the end of three and six months of employment, with the understanding that the company's current policy of regarding special aptitude without waiting for three months to elapse will be continued.

Job Rates

"Although the present shortage of manpower is demonstrating that women can competently perform many tasks which have normally been regarded as men's jobs, it has not thereby altered the value of work which was especially designed for women in prewar days. In several cases the National War Labor Board has established a practice of leaving the relative rates on such jobs undisturbed; and the decision in this case will follow the pattern set by the Board.

"The union, however, makes one claim which cannot be so lightly dismissed--namely, that the company's method of job evaluation is unsound, and that the results are discriminatory insofar as women workers are concerned. The company's evaluation is based on a point system wherein the factors are rated as follows:

Skill	40 points
Mental Effort	25
Responsibility	40
Physical Effort	25
Working Conditions	20
Total	150

"The union contends 'that the company has built up the unskilled male jobs to a point greatly in excess of their actual evaluations so that they could find some justification for keeping the rates for semi-skilled female jobs lower than the lowest paid unskilled laborer.' Too few concrete examples are available to substantiate the union's claim, but there is bound to be some suspicion about a system of evaluation which makes it virtually impossible for women employees to earn more in any occupation than men earn in the least skilled job; and which bring so many rates for diverse occupations within the same general and uniformly low range.

"The company defends the application of its point system, and the arbitrator lacks the detailed information which would be needed to analyze and support or revise it. He therefore approves the company's rate schedule for jobs performed exclusively by women, with the following reservations:

a) To conform with the one-cent increase in the starting rate for women all rate ranges shall be raised one cent at the top and at the bottom.

b) To gain more confidence in the company's evaluation, the union shall be given an opportunity to study the company's ratings of these jobs prior to negotiations for a new contract."

Riverside & Dan River Cotton Mills, Danville, Virginia, and Textile Workers Union, CIO. The National War Labor Board directed that:

"...3. Wages

Wage adjustments necessary to effectuate the principle of equal pay for equal work for female employees which have been agreed upon prior to April 8, 1943, do not require Board approval since they conform with General Order #16 which was in effect at the time the agreement was made."

Pittsburgh Department Stores, Pittsburgh, Pennsylvania, and Building Service Employees Union, AFL, the National War Labor Board directed that the following wage schedule shall be put into effect:

"1. A. Building Service Employees International Union, Local 29, AFL. and Kaufman Department Stores, Joseph Horn Company, Gimbel Brothers, and Frank & Seder.

...Women elevator operators, elevator starters and assistant elevator starters shall receive an hourly rate equal to that of men doing equivalent work. Any wage adjustment made to effectuate this clause shall be effective as of the date of this directive order."

(Five department stores and six unions are involved in this case.)

General Optical Company, Mt. Vernon, New York, and United Optical Workers, CIO, The Directive Order of the National Board states that:

"3. Equal Pay for Equal Work

Wage rates for women shall be set in accordance with the principles of equal pay for comparable quantity and quality of work on comparable operations. Any dispute arising as to the questions of quality, quantity or comparability, shall be subject to final determination by the grievance machinery if such provides for final arbitration, or if otherwise by an arbitrator appointed by the National Board."

Creamery Package Manufacturing Company, De Kalb, Illinois, and Federal Labor Union No. 22495, AFL. The Directive Order of the National Board states that:

"3. Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations. Any dispute arising as to the question of quality, quantity, or comparability, as herein defined, shall be subject to final determination by the grievance machinery if such provides for final arbitration, or if otherwise, by an arbitrator appointed by the National War Labor Board."

Rockford Furniture Manufcaturers Association, Rockford, Illinois; and United Furniture Workers, CIO. The Company contended that the subject of the "equal pay" principle was not properly at issue under the contract reopening clause, limiting negotiations to changes in rates of pay. The National Board directed that:

"2. The parties shall incorporate the following provision in their contract: Wages for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations and, consistent with this principle, in piece-work operations women shall be paid at the same rate per unit of production as the rate paid to men for similar operations."

Reeves Steel and Manufacturing Company, Dover, Ohio, and United Steelworkers, CIO

Directive Order

"1. In accordance with the principle of equal pay for comparable quantity of work on comparable jobs, the company shall establish a minimum hourly rate for women of 72½¢ per hour effective as of the date of this Directive Order.

2. The probationary period for such employees shall not exceed 30 days and all the employees who have served this period shall be paid the minimum rate.

3. The wage rate for female employees during the probationary period shall be 57½ cents per hour."

NOTE: The National War Labor Board decision was based upon findings of the Women's Bureau.

Ken-Rad Tube & Lamp Corporation, Owensboro, Kentucky, and International Union United Auto Workers, AFL.

Directive Order

"...3. The parties shall investigate and determine whether female employees at the plant are receiving pay equal to that of male employees for work on comparable jobs where that work is equal in quality and quantity, to that of men. Subject to that investigation, wage rates for women shall be based on the Board's principle of equal pay for women."

Los Angeles Drug Houses, Los Angeles, California, and International Longshoremen's Union, CIO. Prior to this order, the companies paid women approximately 10% below the rates paid men for similar work.

Directive Order:

"D. The wage rate for women laboratory workers shall be as follows:

First three months of employment	$.55 per hour
After three months of employment	.65 per hour

3. Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comprable jobs.

Any dispute arising as to the question of quality, quantity or comparability shall be subject to final determination by an arbitrator selected by the parties or appointed by the National War Labor Board in the event that the parties shall not agree upon an arbitrator within 30 days after the conclusion of negotiations on this issue.

It is understood that the above stipulated rates for women laboratory workers constitutes final determination for this classification since the duties of men and women laboratory workers are not comparable.

Any adjustments in women's rates under this clause shall be made effective as of the date of this Directive Order."

Waukesha Motor Company, Waukesha, Wisconsin, and International Association of Machinists, AFL.

Directive Order

"2. Wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations and, consistent with this principle, in piece work operations women shall be paid at the same rate per unit of production as the rate paid to men for similar operations."

Celotex Corporation, Marrero, Louisiana, and United Celotex Workers, CIO.

Interim Directive Order

"2. Equal Pay for Equal Work: Where the quality and quantity of the work performed by male and female workers are found to be the same, the rate of pay for these workers shall be equal. In accordance with this principle, the present rates for female workers shall be corrected so that their wage scale will be equal to that of the former male employees whose work they are now performing. Any increase which may be granted as a result of these adjustments shall be retroactive to September 8, 1942."

Houdaille-Hershey Corporation, Buffalo, New York, and the U. A. W., CIO. 2/ The National War Labor Board sustained the Regional Board, setting up appropriate rates and rate ranges for the labor grades and evaluation points to which the parites had already agreed. Provision No. 2 of the Regional Order provided that the wage ranges for "women's jobs" be set in accordance with the ordered rate schedule for the plant. It further provided equal pay to women performing work comparable in quality and quantity to that of men on the same or similar operations.

2/ Case No. 3404-CS-A, decided by the NWLB April 27, 1945. See Transcript, Executive Session-Division B, April 26, 1945.

The Majority Opinion of the Regional Board stated that:

"Certain of the positions in this company have been traditionally regarded as 'women's jobs', exclusively performed by women in contradistinction to those jobs to which both male and female employees may be assigned. The Board in its present order has recognized that the 'equal pay for equal work' policy can not be applied in respect to jobs performed exclusively by women for many years. On the other hand, the NWLB stated in Smith Wood Products Case No. 2383-D (256) that an evaluation of the jobs performed separately by men and women may disclose an intra-plant inequity in the rates paid to women as compared to the rates paid to men.

"In the instant case the Board had before it a scientific job evaluation which showed that the lowest skilled 'women's jobs' rated the same number of points as the lowest skilled 'Men's' jobs. Accordingly, the Board eliminated the wage differentials between the two types of positions in order to terminate the intra-plant inequities which have existed in the past. The rates which the Board's order now fixed for the 'women's jobs' are based upon evaluation points in consonance with the wage curve determined for 'men's jobs'.

"As for jobs performed by both men and women, the Board has applied the 'equal pay for equal work' policy by directing that where women perform work of comparable quantity and quality on the same or similar operations, they shall receive the same pay as men.

The Minority (Industry) Opinion stated as follows:

"The RWLB has refused to continue the long standing classification of women's jobs which have historically been performed by women in this plant and for which separate rates have always existed. Moreover, the RWLB has refused to recognize the wage differential which has long existed for women when they replace men on certain jobs. (Bendix Aviation Corp. 11-WLR-669) 3/

"A distinct class of jobs performed only by women has existed in the plant for more than 15 years. This distinction, the Rate Classification and Standards Committee recognized and the committee factually defined the jobs known as women's jobs. While it is true that, under the method of job evaluation, parallel point evaluations were assigned to both men's and women's jobs, the plan did however, recognize the separate women's jobs, and historical method of pricing therefor. The assigning of the point value for job factors does not fix the rates for jobs, but does disclose the factors involved in the jobs so as to show the relationship of jobs and provide a factual basis for the discussion of wages."

3/ It should be noted that $4\frac{1}{2}$ cents of the 5 cent differential in the Bendix case cited above is for two ten-minute rest periods daily allowed female employees.

APPENDIX D

NOTES AND ADDITIONAL MATERIALS ON CASES INCLUDED IN THE MAIN BODY OF THE REPORT ON THE "EQUAL PAY" PRINCIPLE

Brown and Sharpe Manufacturing Company 1/, special concurring opinion of the labor representative:

"I concur with the majority recommendations on the issue of equal pay for women and the proposed clause governing the matter. However, the wage rates proposed to apply to females employed at various occupations as set forth in Table 4 are not compatible with the proposed equal pay clause. It will complicate the proper application of said clause and would violate the very principle which the panel seeks to establish through its proposed equal pay clause. Until recently the company did not employ female workers and all work performed by them was previously performed by men. The proposed rates of pay for Women (Table 4) should be eliminated entirely. The company and the union, using the principle established by this clause, should work out rates for female classifications, allowing any question of failure to pay women in accordance with the terms of the 'equal pay' clause to be raised as a grievance under the procedure provided in the contract."

The Panel majority, in its report had said that: 2/

"Apart from the problem of pay for women who may take over jobs vacated by men, the rates of pay for women currently employed require adjustments along lines paralleling those discussed under the general heading of 'Wages'. /The Panel had recommended and the National Board accepted its recommendation to eliminate differentials in wage rates paid to men for the same jobs through standardizing the job rate in such fashion that an agreed single rate would replace the rate ranges prevailing for each job./ The majority of the panel proposed the same type of standardization as it recommended for men, and in setting forth its recommendations which are contained in Table IV, it has accepted the company's standards uncritically. To the entire panel the rates appear low-all of them being materially lower than the minimum rates paid men on incentive and hourly rates. Although this fact raises doubts as to the fairness of the rates both current and proposed, the majority of the panel is not in a position to suggest any further constructive changes with the limited information at its disposal but it urges the company to give further consideration to the low level of these rates."

1/ Case No. 101; 3 WLR 342, 343
2/ IBID see pp. 329, 331, 343

The panel recommended that the following clause be incorporated into the union contract:

> "ART. XXVI Sect. 2; in those operations which are performed only by women. the company will standardize the rates of pay in accordance with the schedule set forth in Table IV, which is appended, and which is herewith made a part of this agreement."

TABLE IV - RATES OF PAY FOR WOMEN (In cents per hour)

Classification	Current Rates	Proposed Rates
Assemblers, Bench	(45-49	(50
	(50-53	(55
Burrers	(45-49	(50
	(50-53	(55
Drill Press Operators	(45-49	(50
	(50-53	(50
Grinding Machine Operators	(45-49	(50
	(50-53	(55
Inspectors	(45-52 *	(55 *
	(53-59 *	(65 *
Lathe Operators	(45-49	(50
	(50-53	(55
Milling Machine Operators	(45-49	(50
	(50-53	(55
Packers	(45-49	(50
	(50-53	(55
Screw Machine Operators	(45-49	(50
	(50-53	(55
Stock Clerks	(45-49 *	(53 *
	(50-55 *	(60 *

* Hourly rate. All other rates are incentive.

It should be noted that the National Board opinion in this case discusses rates of pay for women only in terms of the applicability of the "equal pay" formula, and does not go into the question of rates on so-called "women's jobs."

Arbitrator's Award 3/

Bendix Aviation Corporation

"The present rate structure at the plant is the result of negotiation without an engineering job evaluation. It was consciously designed to level off occupations and eliminate some of the differences in job content which an engineering evaluation normally takes into account. A different evaluation now would be inconsistent with the theory underlying the structure and the attitudes consciously developed during the entire past relationships of the parties. And it would very likely have to be extended to the entire plant.

"I can testify as a witness from actual observation, and find as arbitrator, that there is not the slightest changes of these parties arriving at a re-evaluation or reclassification by negotiation and agreement. And the union is unalterably opposed to the whole idea or to even making the effort.

"The evaluation job would probably have to be extended to the whole plant and if conducted with the union's consent and at least partial participation would take a long time, yet this controversy had already been pending since October 1942. The union insists that an evaluation would completely destroy the already low morale of the employees. For, be it remembered that, though this controversy has been pending for almost a year, the WLB has so far not granted any of the union's requests, and production at the plant is concededly at low efficiency. Indeed, during the negotiations I was under the impression that the company agreed, too, that an evaluation now would be quite dangerous, if not impractical.

"Again, while the suggestion for an evaluation is doubtless advanced in good faith, and while it is said that the evaluation would put the rates on a sound basis, let the chips fall where they may, it is fairly clear that the evaluation contemplated by the company would result in some increase of the female rates but also in a reduction of practically all the male rates. The company has, indeed, made two experimental evaluations after the NWLB's order was issued. These evaluations, discussed in the negotiations, result in a decrease of the male rate in practically every instance, an increase in some of the female rates, and no increase in others. Of course, it is quite possible that an evaluation made on a different basis and with the union's participation might avoid some, at least, of these decreases in rates. But it is important to note what the suggestion of an evaluation involves. Because of the request for an equalization of rates for some 1,200 female employees, the proposal would at least jeopardize agreed-upon rates for some 4,000 or more male employees with practically no promise of an increase in any of their rates and a very good likelihood of a decrease in many of them if not all. It is small wonder that the union has offered to withdraw its request for equalization rather than incur these dangers of an evaluation."

3/ Case No. 2941-D Bendix Products Division 11 WLR p 674, 675. Harry Shulman Arbitrator, September 20, 1943.

In the Essex Lumber Company case 4/ the National War Labor Board upheld that portion of the order of the West Coast Lumber Commission, which abolished the company's existing beginning rate for women. Prior to the decision of the Lumber Commission, the basic wage for men in the plant was 70 cents per hour as against 50 cents per hour for women. However, the company had a practice of hiring women at 40 cents per hour and raising their rates to the 50 cent level after varying periods of time.

Similarly, in the Northwest Match Companies case 5/, the National Board sustained that portion of the order of the Lumber Commission abolishing starters' or beginners' rates for women. Prior to the order of the Commission, women had started employment at 45 cents per hour and were promoted to the 55 cents per hour minimum job rate prevailing at that time after a period of training. Under the NWLB directive order, all women employed at rates below new basic minimum rates for women were to receive increases to that level.

It should be noted that in ordering the elimination of beginners' rates for women in both these cases, the Board in effect, narrowed the existing differentials between women's entrance rates and those paid to men in the same plant.

4/ Case No. 111-852-D; 12 WLR 661

5/ Case No. 2980 (851), 2981 (852), 2982 (853); 13 WLR 138

Form OEM-32
(8-7-42)

NATIONAL WAGE STABILIZATION BOARD
EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE FOR EMERGENCY MANAGEMENT

OFFICE MEMORANDUM

TO: Martha J. Ziegler, Women's Bureau **DATE:** 11/4/46

FROM: Kathryn S. Hesse, 6th RWSB

SUBJECT: National War Labor Board Dispute Cases Involving "Equal Pay For Equal Work"

Attached are copies of the following Directive Orders and Recommendations you requested:

Allis-Chalmers Mfg. Co. 111-10560-D	Directive Order not available Recommendation attached
Dalton Foundries, Inc. 111-2411-D	Directive Order attached Recommendation "
Hoosier Factories, Inc. 111-7319-HO	Directive Order attached Recommendation "
International Harvester Co. 111-2193-D	Original Directive Orders not available. Attached are: Directive Order 10/10/45 " " 10/12/45 Report of Case Investigation
Letz Mfg. Co. 111-8397	Directive Order attached Recommendation "
McQuay-Norris Mfg. Co. 111-2978-HO 111-14573	Not available Directive Order attached Recommendation "
Metal Auto Parts Co., Inc. 111-5595-HO	Directive Order attached Recommendation "
Noblitt-Sparks Industries, Inc. 111-4806-D	Directive Order attached Recommendation "
Victory Ordnance Corp. 111-4802-D	Directive Order not available Recommendation attached

If we can be of further assistance to you, please do not hesitate to call upon us.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

WASHINGTON 25

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
REGION VI

DEC 4 1945

Equal pay
See p. 2.
Grievance
procedure &
rights under
Clayton Act

In the Matter of:

ALLIS-CHALMERS MANUFACTURING COMPANY (La Porte, Indiana)

and

UNITED [illegible] WORKERS OF AMERICA, LOCAL 119, CIO

Case 111-10500-D

RECOMMENDATION

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and recommends that:

1. (a) All employees, who, fifteen days after the date of this Recommendation, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further recommendation of the Board.

The Union shall, immediately after the aforesaid date, furnish the Regional War Labor Board and the Company with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

The Company for said employees, shall for the duration of the contract between the parties, deduct from their first pay of each month the Union dues for the preceding month and promptly remit same to the appropriate officer of the Union. The initiation fee of the Union shall be deducted by the Company and remitted to the appropriate officer of the Union in the same manner as dues collections.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board or such successor or other agency as that Board may designate. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the National War Labor Board or such successor other agency as that Board may designate. The decision of the arbitrator shall be final and binding upon the parties.

(d) Any party desiring to post or otherwise publish an explanation of the foregoing maintenance of membership provision shall post or otherwise publish the official explanatory statement approved by the National War Labor Board on November 26, 1943, a copy of which is attached to this Recommendation. This statement may be posted or otherwise published by either of the parties or by both jointly, but shall in any event be the only statement which may be posted or published unless the parties otherwise agree in writing. The procedure for administering the maintenance of membership clause shall be in conformity with the procedure approved by the National War Labor Board on November 26, 1943, unless the parties otherwise agree in writing. A copy of the procedure is attached to this Recommendation.

2. (a) Paragraph 30-J of the present contract which fixes the rates presently in effect for the life of the contract and gives the Company the contract right to change production methods or put new methods into effect and fix rates of pay, temporary and permanent, or new or changed methods shall be continued as is except there shall be added the following sentences:

> Rates for new jobs or for jobs which have been substantially changed in job content shall be established initially by the Company; but shall be subject to the grievance procedure according to paragraph 32.

(b) That paragraphs 32-37 of the present contract which gives the Union the right to request rate reviews and which establish a rate review procedure shall be eliminated and the following clause substituted.

> Grievances involving alleged inequalities of classification or individual wage rates, or the setting of a proper piece rate for a new job or for a job where there has been a change in the job content, or a grievance over the failure to set such a rate for a new or changed job shall be settled under the grievance and arbitration machinery of the contract.

(c) That a clause be incorporated in the agreement providing that a temporary rate become permanent after a reasonable fixed period of production time. The question of what constitutes a reasonable period of production time shall be referred to the parties for negotiation.

3. (a) That subsection (e) under "Rules Covering Performance of Men's Work by Women" in the 1943-44 agreement be amended to read:

> "All problems arising as to the application of the foregoing rules shall be subject to the grievance procedure."

(b) That the Union's requests for the elimination of the 83% rule set forth in subsection (a) of "Rules Covering Performance of Men's Work by Women" shall be denied.

4. (a) Paragraph 76 (d) of the 1943-44 agreement shall be amended to read as follows:

> "Any determination by the Company of such qualifications shall be subject to the grievance procedure."

(b) Paragraph 86 (h) of the 1943-44 contract shall be amended to read:

> "So far as reasonably practicable, the Company will transfer employees (who would otherwise be laid off) to work in another seniority group for the purpose of replacing probationary employees in such group provided they can do the work at once. Questions of whether or not it is reasonably practicable to transfer employees who would otherwise be laid off and of whether or not an employee can do the work at once shall be subject to the grievance procedure."

5. That paragraph 87 shall be amended to include the following clauses:

(a) "Requests for transfers from one shift to another shift shall be submitted to the Company in writing and shall contain the reason for the requested transfer. The granting of the request shall be made in the discretion of the Company, however, the Company will consider length of service. There shall be right of appeal through the grievance procedure but the decision of the Management Committee shall be final.

(b) "When any substantial number of employees are transferred as a group the Company shall give the Union reasonable prior notice and a conference shall be held if requested by either party unless circumstances beyond the Company's control makes such prior notice and conference impossible."

6. That the Union's request be denied in reference to changing the provisions pertaining to "Wartime Transfers".

7. (a) That Paragraph 89S of the 1943-44 Agreement shall be amended by deleting the words:

"But with right of appeal to the Management Committee, whose decision shall be final."

(b) That there shall be included in Paragraph 89S of the written agreement of the parties, the following provision: "Questions arising in the application and interpretation of this section shall be subject to the grievance procedure."

8. Promotions and demotions, including promotional and demotional transfers, which change an individual's wage rate shall be governed by ability to perform the work and physical fitness; however, when such factors are substantially equal employees with the greatest length of service within their respective seniority groups shall be promoted first, and employees with the least length of service within their respective seniority groups shall be demoted first.

9. (a) That the first step of the grievance procedure, paragraph 51 of the 1943-44 agreement, shall be amended to read as follows:

"The aggrieved employee shall present his grievance directly to the foreman (or assistant foreman) at the time the grievance arises. He shall have the right to present his grievance directly to the foreman without a steward or he may request his foreman (or assistant foreman) to send for his departmental steward for the purposes of (a) discussing his grievance with him prior to the presentation to his foreman (or assistant foreman) or (b) presenting the grievance. If an employee requests the presence of a steward there shall be no discussion of the grievance between the foreman (or assistant foreman) and the aggrieved employee until the arrival of the steward. The aggrieved employee shall be present at the time the grievance is presented to the foreman (or assistant foreman).

"No more than one (1) Union representative, namely, the departmental steward, shall participate in such conference. The foreman (or assistant foreman) shall send for such departmental steward who, before absenting himself from his job shall hand to his foreman (or assistant foreman) written request for such leave of absence in the manner hereinafter prescribed. In case the departmental steward in a department where the grievance arises is absent due to sickness or other cause, then the aggrieved employee may request his foreman (or assistant foreman) to send for a committeeman in his division.

"In all cases in which a grievance is settled without participation of a Union steward, the Company shall notify the Union in writing of the nature of the grievance and its settlement."

(b) That the second step of the grievance procedure, paragraph 52 of the 1943-44 agreement, shall be amended to read as follows:

"If the matter is not satisfactorily adjusted within 24 hours the steward shall have the privilege during working hours of calling for his committeeman in order to inform him of the grievance. The grievance shall be in writing on form LP-19, grievance report, filled out completely in triplicate by the committeeman, working in the division involved, and presented to the superintendent or general foreman in charge."

10. The Union's request for a 17 cent cost-of-living increase be denied.

11. The signed agreement between the parties shall include the following clause:

"Either party may reopen the issue of wages once during the life of the contract upon giving thirty (30) days' notice in writing to the other party."

12. The Union's request for an escalator clause shall be denied.

13. The maximum of the tool and die makers range; i.e., labor grade one, shall be increased to $1.32 effective as of April 15, 1944.

14. The Union's request for increases to all other hourly employees be denied.

15. The Union's request for the reclassification of the metal patternmaker shall be denied, but the machine repairman shall be reclassified to labor grade three, the layout man to labor grade five, and the milling machine operators of the tool room shall be regraded to labor grade eight. These reclassifications shall be effective as of January 19, 1945.

16. The minimums recommended in the following paragraph (18) shall be instituted effective as of January 19, 1945. All employees presently below the minimums shall be raised to the new minimums unless the parties by negotiation agree that certain employees are presently trainees and should be so classified.

17. That either party may open negotiations for the purpose of negotiating a training or learning period.

18. (a) That the following automatic progression system shall be placed into effect as of January 19, 1945.

SKILLED

Hourly Employees

	Start	4 Months	8 Months	12 Months	16 Months	20 Months	24 Months
I	1.03	1.08	1.13	1.18	1.23	1.28	1.32
II	1.03	1.07	1.11	1.15	1.19	1.23	1.26
III	.90	.96	1.02	1.08	1.13	1.18	1.23
IV	.84	.90	.96	1.02	1.08	1.14	1.20
V	.83	.89	.95	1.01	1.07	1.13	1.17
VI	.83	.88	.93	.98	1.03	1.08	1.14
VII	.82	.87	.92	.97	1.02	1.07	1.12

SEMI-SKILLED

Hourly Employees

	Start	3 Months	6 Months	9 Months	12 Months	15 Months	18 Months
VIII	.82	.87	.92	.97	1.01	1.05	1.09
IX	.81	.85	.89	.92	.95	.98	1.01
X	.81	.84	.87	.90	.93	.96	.98

Incentive Employees

1	.84	.88	.92	.96	1.00	1.03	1.06
2	.84	.88	.91	.94	.97	1.00	1.03
3	.81	.85	.89	.92	.95	.98	1.01
4	.80	.83	.86	.89	.92	.95	.98

UNSKILLED
Hourly Employees

	Start	3 Months	6 Months	9 Months	12 Months
XI	.80	.84	.88	.91	.94
XII	.79	.82	.85	.88	.90
XIII	.72	.75	.78	.81	.84
XIV	.685	.72	.76	.79	.81
XV	.685	.72	.75	.78	
XVI	.685	.72	.74		
Incentive					
5	.78	.82	.86	.90	.94
6	.78	.81	.84	.87	.91
7	.77	.80	.83	.86	.89
8	.76	.79	.82	.84	.86
9	.73	.76	.79	.81	.84

18. (b) An employee's new rate of pay shall be determined by applying the new progression schedule to the rate received by the employee on the effective date, January 19, 1945. If an employee has been reclassified subsequent to the effective date the new progression schedule shall be applied to the rate in his old classification which he was receiving on the effective date until the time he was reclassified and then to the rate he received when he first entered the new classification; provided that his present rate shall not be reduced.

18. (c) The total amount of retroactive pay for a given employee shall be determined by applying the new progression schedule as of the effective date and by computing the total amount of pay he would have received since the effective date in the form of automatic length of service increases through the operation of the newly approved plan if it had been in effect since the effective date less the total amount of increases received in the form of automatic increase since the effective date under the old progression plan.

19. (a) The effective date of the increase in the maximum of range for labor grade 1 shall be April 15, 1944.

(b) The effective dates of the new minimum of the rate ranges, progression system and reclassification shall be January 19, 1945.

(c) Any employee who has either quit or been discharged between the retroactive date established by this Recommendation and the date of this Recommendation shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

20. The Union's request for pay on holidays not worked shall be denied.

21. The Union's request for severance pay shall be denied.

22. The Union's request for sick leave shall be denied.

23. The issue of what shall constitute credit days for the sixth day shall be returned to the parties for negotiation. They shall report the results of such negotiations within 30 days.

24. (a) The signed agreement of the parties shall contain the vacation provisions of the 1943-44 agreement amended to include the following provisions:

(1) "All employees with one or more, but less than five years service with the Company, shall receive one week's vacation with pay, except employees with four years of service at the beginning of the 1945 vacation period shall receive seven days paid vacation, and employees with five or more years of service shall receive two weeks vacation with pay."

(2) "Vacation pay shall be calculated on the basis of the number of hours in the average work week of the bargaining unit during the calendar year; however the number of hours shall not be less than 40 or more than 48."

(b) The agreements of the parties in reference to the vacation season and the elimination of the cut-off day shall be incorporated in their signed agreement.

(c) The method of computing vacation pay by using average hourly earnings including overtime shall not be changed.

25. The termination date of the 1945-46 agreement shall be April 15, 1946.

II. It is further recommended that the foregoing terms and conditions of employment and those agreed upon by the parties shall govern the relations between the parties and be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby.

III. The action of this Board with respect to the above wage adjustments, paragraphs 10, 13, 14, 16 and 18, is based solely on the Wage Stabilization policies in effect prior to August 18, 1945. No action has been taken on any additional wage adjustments which may be warranted under the new Wage Stabilization policies of Executive Order 9599, as amended by 9651. This Recommendation does not preclude further negotiations, and it is recommended that the parties negotiate further on the question of any additional wage adjustments which may be warranted.

SIXTH REGIONAL WAR LABOR BOARD

By:

/s/ William G. Brown
Chairman

REPRESENTING THE PUBLIC

Samuel Edes
Horace M. Gray

REPRESENTING INDUSTRY

J. Dean Leffler
J. A. Powers
(Dissenting on paragraphs 1, 2, 3a, 4, 7, 8, 9, 11, 15, 18, 19, 23, 24)

REPRESENTING LABOR

Samuel C. Evett
R. J. Oudinot
(Dissenting on 3b, 6, 10, 12, 13, 14, 20, 21, 22)

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

APR 16 1945

ALLIS CHALMERS MANUFACTURING COMPANY
SUPERCHARGER WORKS
(Milwaukee, Wisconsin)

and

TOOL & DIE MAKERS LODGE NO. 78, INTERNATIONAL ASSOCIATION OF MACHINISTS, DISTRICT NO. 10, AFL.

Case No. 111-11170-JB

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. The Company shall institute the following Apprentice wage rates:

Apprenticeship		Following Completion of Apprenticeship	
First 1040 Hours	.45	First 520 Hours	.96
Second " "	.50	Second " "	1.02
Third " "	.55	Third " "	1.08
Fourth " "	.60	Fourth " "	1.14
Fifth " "	.65	Fifth " "	1.20
Sixth " "	.70	Sixth " "	1.25
Seventh " "	.75		
Eighth " "	.80		
Ninth " "	.90		

2. The Company shall institute the following starting rates with automatic progressions during the training period for male employees:

Starting Rate	After 3 Months	After 6 Months	After 9 Months
.74	.79	.84	.89

3. The Company shall institute the following starting rates with automatic progressions during the training period for female employees:

Starting Rate	After 3 Months	After 6 Months	After 9 Months
.69	.74	.79	.84

4. The Company shall institute a rate range of $1.25 to $1.55 per hour for all Journeymen Tool and Die Makers.

5. The Company shall grant a general increase to all male employees in the bargaining unit with the exceptions of those in paragraphs 1, 2, 3, and 4, above, in an amount equal to the difference between the present Journeymen Tool and Die Maker's weighted average and the mid-point of the newly established rate range.

6. The Company shall institute a rate range of .90 to $1.10 for all female employees who have completed their training period.

7. The Company and the Union shall negotiate for a period of thirty (30) days from the date of this Directive Order on the issue of job classifications. In the event the parties are unable to agree upon the establishment of proper job classifications for tool room occupations at the end of such thirty-day period, either party may petition the Board for final determination of the issue.

8. All increases within the rate ranges established under paragraphs 4, 5, 6 and 7 above shall be granted on the basis of merit.

9. The foregoing wage provisions in paragraphs 1, 2, 3, 4, 5, 6, and increases resulting from application of paragraph 7 above, shall be retroactive to September 29, 1944.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
	(dissenting with respect to apprentice rates, rates following completion of apprenticeship, male and female differential, increases as stated in paragraphs 4, and 5, and retroactivity)	(dissenting with respect to training period progression and negotiation of job classifications)
/s/ John D. Larkin	/s/ Wesley K. Lunt	/s/ Samuel C. Evett
/s/ Peter J. Angsten	/s/ C. B. Magrath	/s/ Rudolph Paupl

Copy sent to Miss Ruth Lemmon, Indianapolis

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

THE DALTON FOUNDRIES, INC. (Warsaw, Indiana)	:	MAY 16 1945
and	:	
INTERNATIONAL UNION, UNITED AUTOMOBILE WORKERS OF AMERICA, LOCAL NO. 807, AFL.	:	Case No. 111-2411-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. The Company shall institute the following rates:

Occupation	Rates
Molders	
Sample	$ 1.15
Floor	1.05
Bench & Squeezer	.85
Job	.85 - .95
Beginners (i.e. molding)	.72 - .75
Gangway Cleaners	.65 - .68
Boards & Bonds	.68 - .70
Foundry Labor	.65 - .70
Facing Mixers	.66 - .72
Shakeout	.70
Sand Conditioning	.65
Coremaking	
Sample	.93
Coremaker	.80 - .85
Beginners (i.e. coremaking)	.72 - .74
Core Cleaners	.65 - .70
Core Bakers	.68 - .72
Core Sand Mixer	.72 - .80
Core Pasters	.65 - .70
Core Carriers	.65 - .70
General Labor	.65
Hard Iron Dept.	
Inspectors	.65 - .72
Benchers	.65 - .68
Grinding	.65
Hard Iron Tumbling	.68
Annealing	
Oven Tenders	.65 - .68
Packers	.70
Dumpers	.70
Oven Charger	.70 - .78
Finishing & Shipping	
Drill Press (Rough Drill & Ream)	.65 - .68
Inspectors	.65 - .72
Air Chisel Operator	.65 - .72

Occupations - continued	Rates
Hand Trucker	.65 - .68
Bencher	.65 - .68
Grey Iron & Soft Iron Tumbling & Shotblast	.68
Maintenance	
Mechanics	No change
Helpers	.70 - .73
Welder	.80 - .90
Pattern & Flask	
Rigging	.70 - .76
Melting Grey Iron	
Cupola Tender	.90 -
Cupola Helper	.70 - .76
Melting - Malleable Iron	
Furnace Tender	No change
Furnace Tender Helper	" "
Leaders & Repair	" "

2. The Company shall establish a hiring rate for men of sixty (60¢) cents per hour progressing to sixty-five (65¢) cents per hour thirty (30) days from the date of hire.

3. The Company shall establish a hiring rate for women of fifty-eight (58¢) cents per hour progressing to sixty-two (62¢) cents per hour thirty (30) days from the date of hire.

4. The principle of equal pay for equal work as set forth in General Order 16, a copy of which is attached, shall be adopted by the parties. Disputes with respect to the application of the principle in individual cases shall be handled through the grievance procedure.

5. The Company shall establish a night shift premium of five (5¢) cents per hour for all workers employed on the second and third shifts.

6. The foregoing wage provisions in paragraphs 1, 2, 3, and 5 above shall be retroactive to June 29, 1943.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

7. The Union's request for automatic progressions is hereby denied.

The parties shall by negotiation define objective standards of performance for various rates within each range. At specified periods, also to be negotiated by the parties, each employee's performance shall be reviewed by the Company for the purpose of determining whether the employee has met the agreed standards for moving up to a higher rate within the range. The Company shall have discretion to make more frequent reviews than those at the specified periods. Any claim that the Company has exercised discrimination or has improperly measured the employee's performance with reference to the agreed-upon standards may be submitted to the grievance and arbitration procedure of the contract.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to night shift bonus, and retroactivity)	FOR LABOR (dissenting with respect to wage rates, hiring rates, denial of automatic progressions) DISSENTING OPINION ATTACHED
/s/ Alex Elson	/s/ C. B. Magrath	/s/ George S. Nordstrom
/s/ Horace H. Gray	/s/ J. B. Beardslee	/s/ P. L. Siemiller

NATIONAL WAR LABOR BOARD
332 South Michigan Avenue
Chicago 4, Illinois

In the Matter of	:	
	:	
DALTON FOUNDRIES INC.	:	
(Warsaw, Indiana)	:	
	:	
and	:	Case No. 111-2411-D
	:	
INT'L UNION UNITED AUTOMOBILE	:	
WORKERS OF AMERICA, LOCAL NO. 807, AFL:		
	:	

DISSENTING OPINION OF LABOR MEMBERS

The Labor Members dissented from the action of the majority of the Division of the Board and from the action of the full Board in regard to the wage issue and the hiring in rate for female employees.

The Union in this case was trying to correct a very bad wage structure, which was composed of random rates and personal rates, which, under the greatest stretch of imagination, could not be called rate ranges, by requesting a flat rate for all common labor jobs.

The majority of the Board by its action has imposed upon this Company and Union a very erratic wage structure for the common labor jobs in this foundry which is neither rate ranges nor flat rates. There is no justification whatsoever, in my mind, for taking seventeen job classifications, all of which fall in the one classification of "Foundry Labor" and order flat rates for eight of these job classifications, with three of them at a flat rate of 65¢ per hour, two at a flat rate of 68¢ per hour, and then the other three at a flat rate of 70¢ per hour, then, in nine other common labor job classifications order rate ranges, three of which have a range from 65¢ to 68¢ per hour, four have a range of 65¢ to 70¢ per hour, one with a range of 68¢ to 70¢ per hour, and one with a range of 65¢ to 72¢ per hour.

This kind of a wage structure in a plant does not lend itself to good employee-employer relations, but, instead, creates jealousy among the employees and keeps an avenue open for an employer to reward his pets or stooges, and the Board by its majority action has imposed this kind of a condition in this plant, and only because the majority refused to take a realistic approach to this problem.

The majority action of the Board in setting discriminatory hiring in rates for female employees, which are based upon no other fact or reason than that the person performing the job is a woman and not a man, has violated Board policy, and, coming after the setting of the common labor rates referred to above, adds insult to injury.

/s/ P. L. Siemiller
A. F. of L. Board Member
Sixth Regional War Labor Board

UNITED STATES OF AMERICA
BEFORE THE
NATIONAL WAR LABOR BOARD
REGION SIX

In the Matter of:	:	
THE DALTON FOUNDRIES, INC. (Warsaw, Indiana)	:	
and	:	Case No. 111-2411-D
INTERNATIONAL UNION: UNITED AUTOMOBILE WORKERS OF AMERICA, LOCAL #807, AFL	:	March 9, 1945

SUPPLEMENTARY REPORT AND RECOMMENDATIONS OF THE PANEL

I. History of the Dispute

On September 7, 1943, the panel issued its Report and Recommendations on six issues. On the question of wages, the panel recommended as follows: "A special committee on revision of wage schedules shall be set up within ten days, which committee is to consist of the Superintendent of the Plant and one other person selected by the Management, and the President of the Union, and one other person selected by the Union. This committee shall be charged with the responsibility of investigating and considering any inequalities in present rates of pay or piecework rates within the plant." This recommendation was subsequently incorporated in a Directive Order. A joint committee met but was unable to reach an agreement. The Field Investigator was appointed by the Board and the difficulties not then being finally determined, the wage issue was returned to the panel for further consideration. The Panel held a further hearing at Warsaw, Indiana, on August 18, 1944. The contract in dispute is the first one between the parties, the Union having been certified in 1943.

II. Consideration of Wage Issue

A. Union's Position

1. That intraplant inequities exist, particularly in the lower paid jobs;

2. That interplant inequities exist and rates should be effected to the stabilized rates in South Bend or other larger centers with proper differentials;

3. That the scale set forth in Column 4 of Table 1, attached hereto, should be paid hourly workers and as a guarantee to piece-workers;

4. That all raises should be retroactive to the date of certification of the case to the Board, which is June 29, 1943;

5. That the minimum rate should be raised from 62¢ per hour to 72½¢ per hour;

6. That rates paid for the most highly skilled occupation in the foundry industry average approximately 50% above the Common Labor, or the least skilled rate, and the rates proposed are in accordance with this practice;

7. That new employees should start 10¢ below the maximum rate for the job, and shall progress to the Maximum rate within a 60-day period;

8. Women shall receive equal pay for equal work on male jobs; 5¢ differential if such is not the case.

B. Company's Position

1. Dalton Foundry rates should be compared with those in comparable cities within what is known as the Western Foundry District, extending from Pennsylvania to Iowa;

2. That the average rates paid at Dalton are in excess of those paid in the western region;

3. That this is a first contract and that there has been no delay due to the Company's fault, which would justify any retroactive order.

4. That rates in Warsaw, a community of approximately 6,000, are not comparable with those in South Bend;

5. The Company is denied due process of law if comparison is made with any so called stabilized rates in this or adjoining areas;

6. Present rates are based upon an historical rate in the plant and show a differential at 42½ to 45¢ between the low and high rates for most skilled occupations;

7. That the Union's proposed progression schedule would eliminate merit advances;

8. That women are employed in women's jobs and therefore the differential should be preserved.

C. Discussion

An inquiry at the hearing shows that approximately 160 men, or 60%, are on incentive and approximately 100 men, or 40%, are on an hourly basis. There are varying types of incentive plans in the plant. The following classifications are on straight piecework: Moulders core makers, grinders, and machine shop. Shake-out men and sand conditioners are on a group incentive basis paid on the basis of production per floor. The tumblers, pushers, and dumpers are on a group tonnage incentive basis. The loading and repair workers in the Malleable Furnace Division are on a variation of the group tonnage basis.

There are no stabilized rates available for the area around Warsaw, Indiana, in which this plant is located. There has been no determination by the Board as to differentials which may be properly applied between this area and the South Bend or the Fort Wayne area, both of which are from 50 to 75 miles away. The determination of rates, therefore, must be on a case to case basis.

The two most skilled occupations in the plant are the Sample Molder and the Floor Molder, paid on a day-rate basis, $1.15 per hour and $1.05 per hour, respectively. The Union asks no change in those classifications. It does ask adjustment of all other rates, which request the Company vehemently protests in a general wage increase. The next classification is Bench and Squeezor Molder, in which work 57 out of 260 employees at the plant are employed. These employees are on piece-work and the Dalton guaranteed minimum rate is 81¢ per hour. The Union asks $1.00 per hour. The stabilized rate in the South Bend area is $1.05 for "A" classification and 88¢ for "B" classification In other cities under 15,000 in Indiana, there are data indicating rate range of 83¢ -90¢ in two plants without designation as to Class "A" or "B". Other rates paid by individual firms in smaller cities near South Bend and Fort Wayne are as follows: $1.05 (B), $1.00 (B), 90¢ (B), 88¢ (B). Other smaller Indiana cities show the following rates: 75¢ (A), 70¢ (B), $1.07 (A), 93¢ (B), $1.13 (A), 95¢ (B), 88¢ (A), 79¢ (B).

Neither the Company nor the Union furnished job descriptions at the time of the hearing. Descriptions since submitted by the Company for Bench and Squeezor Molders are as follows: Bench, makes molds on bench, ramming green sand around patterns in flasks, uses riddles, shovel, occasionally a slick, sets cores, and or chills when required.

Pours molds. Work standard in character and limited to a range of operations in which employee has had previous experience, for the most part comparatively simple and repetitive work. Squeezor Molder: Same duties as Bench Molder except uses the squeezing action of the squeeze machine, to compact sand around pattern.

In connection with this job description, the Company states that its molding operations fall within Class "B" and "C".

The Union's job description, also submitted since the panel hearing is as follows: Bench, 3 to 5 years' training. Able to make any work on bench; set intricate cores; secure cores when necessary by using proper chaplets, cut gates, and place risers. Judge molded sand. Little or no supervision necessary. Squeezer: Makes molds from

gated patterns or from plate patterns, using hand squeezer or power squeezer. Drawing the pattern without damage to the mold most important. Able to set small cores speedily and correctly. Able to judge sand either too wet or too dry.

Upon the information set forth above the majority of the Panel is of the opinion that the guaranteed minimum for Bench and Squeezer Molders may be raised from 81¢ to 85¢.

Turning now to the opposite end of the wage structure there appears to be approximately 66 jobs at Dalton in or near the Common Labor class. The rates range from 62¢ to 65¢ and 68¢. The stabilized rate for foundry labor in the South Bend area is 75¢. Comparative data from firms in Indiana cities under 15,000 follow the following: Ranges: 55-65, 60-70, 50-90, 60-70. Single rates, 70¢ and 73¢. Based upon these comparisons the majority of the Panel is of the opinion that the minimum job rate for males can be raised from 62¢ to 65¢.

In this connection the majority of the Panel is also of the opinion that the hiring rate (now 58¢) may be set at 60¢, with 65¢ in 30 days (now 62¢ in 30 days).

The Panel finds no data showing any allowable increases for other job classifications on the basis of a comparison with rates in this and in nearby areas. However, the majority of the Panel recognizes that the two classifications referred to are peg points around which rates for other classifications have been set. The majority of the Panel finds that small adjustments are necessary to preserve existing intraplant differentials.

Attached hereto is Table 1, which lists the job descriptions, the number of employees on each job, the present hourly and minimum guaranteed rates, the union proposal, and in the last column, rates recommended. Many of the jobs in this plant, especially in the hourly paid classifications are paid on a step rate basis. The Panel's recommendation preserved these steps in cases where they now exist and refer to single rates in cases where single rates now exist. The recommendations in Table 4 average approximately 2¢ for those classifications, which we believe should have a change in rate.

The majority of the Panel believes that the rates recommended are in conformity with the Board's policy of confining adjustments for intraplant inequities, to preserve differentials to approximately 1¢ applied to the overall average of rates.

The Union requests the clause to provide that: Females shall receive equal pay for equal work on male jobs; 5¢ differential if such is not the case.

The Company's present hiring rate for women is 55¢ per hour at Plant #1, the main plant, with an advance in 30 days to 59¢ or to the rate of the job to which they are assigned. In Plant #2 the rate is the same except that after 30 days it becomes 60¢. There is, therefore, at present a 3¢ difference between the minimum hiring rate for men and women. The majority of the Panel believes that this ratio should be preserved and, therefore, the minimum rate for women shall be raised 3¢ or to 58¢, with an advance to 62¢ within 30 days. The majority of the Panel also believes that there should be inserted in the contract the clause requiring equal pay for equal quantity and quality of work.

The majority of the Panel believes that the workers involved in this plant are in no measure responsible for the delay resulting from these proceedings which grow out of the unusual war-time conditions. The majority, therefore, recommends that increases called for herein be made retroactive to the date of certification of this dispute to the War Labor Board.

Mr. Martin, Industry Member, dissents from those portions of this recommendation which provide for any increases.

D. Recommendation

The majority of the Panel recommends that a clause be inserted in the contract providing rates for hourly paid workers and guaranteed minimum rates for piece-workers as set forth in the last column of Table I. The Panel further recommends that the following clauses be made a part of the contract. The hiring rate for men shall be 60¢ with progression to 65¢ in 30 days. The hiring rate for women, employed on women's jobs, shall be 58¢, with progression to 62¢ within 30 days.

Women shall receive equal pay for jobs calling for an equal quantity and quality of work.

Increases in wages provided for herein shall be retroactive to June 29, 1943, the date of certification of the dispute between the parties to this contract to the War Labor Board.

Respectfully submitted,

/s/ John K. Kyle
Public Member

/s/ Ross Martin
Industry Member
(Dissenting as to recommendations for Increases in Pay and as to Retroactivity)

/s/ Charles R. McCormick
Labor Member

DISSENTING OPINION OF THE INDUSTRY MEMBER

1. This dispute case is a follow-up from the job that was done just one year ago. Panel report filed under date of September 7, 1943. There was no justice in fact for any wage increases at that time. No additional evidence that can be sustained has been developed in this continuing case to support any different decision.

2. On Page 3 of this report, the majority of the Panel states, "The Panel finds no data showing any allowable increases for other job classifications on the basis of comparison with rates in this and in nearby areas. However, the majority of the Panel recognizes that the two classifications referred to are peg-points around which rates other classifications have been set."

3. Yet in the face of this positive statement, a general wage increase is developed, which is exactly what the Union had asked for in the first place and was flatly refused.

4. It seems to be the purpose of the unions to reopen cases of this type which have once been rejected and closed. Then to try to discover some loophole through which the wage increase can be accomplished in spite of the purposes of wage stabilization. And the excitement of the employees, their lack of attention to War Production such as strike which occurred in this plant on April 7, 1944, this RWLB office, this Panel, and all others who are involved, all are kept in a state of suspense and turmoil.

5. It is my recommendation that the entire case be rejected, and left right where it stood as a result of the preceding case, with collective bargaining to square off any intra-plant inequity. This summarily disposes of the question of retroactive pay. The Union never did formulate its demands in tangible facts and figures up to the time of the panel hearing on August 18, 1944. Despite the fact that the Company repeatedly requested that the Union do so formulate its demands, requests made orally and in writing. Such demands were only established when the Union was instructed to do so by the Labor Member of the Panel at date of hearing as above. If allowed, any retroactivity should, therefore, be limited to date of August 18, 1944.

6. This is my recommendation for rejection, with supporting facts.

Respectfully submitted,

/s/ Ross Martin
Industry Member

Table I

No. of Employees	Occupation	Day Work Hourly Rate	Incentive Min. Guarantee	Union Proposal	Recommended Rates
	Molders				
1	Sample	$1.15		$1.15	$1.15
1	Floor	1.05		1.05	1.05
57	Bench & Squeezer		.81	1.00	.85
4	Job	.81-.95		1.15	.85-.95
1	Beginners (i.e. molding)	.70-.75		.75	.72-.75
2	Gangway Cleaners	.62-.65		.725	.65-.68
2	Boards & Bonds	.65-.68		.725	.68-.70
3	Foundry Labor	.62-.68		.725	.65-.70
4	Facing Mixers	.62-.70		.725	.65-.72
10	Shakeout		.68	.725	.70
14	Sand Conditioning		.62	.725	.65
	Coremaking				
1	Sample	.93		1.05	.93
18	Coremaker		.80-.85	.90	.80-.85
1	Beginners (i.e. coremaking)	.70-.74		.74	.72-.74
2	Core Cleaners	.62-.68		.725	.65-.70
1	Core Bakers	.65-.70		.80	.68-.72
1	Core Sand Mixer	.70-.80		.85	.72-.80
2	Core Pasters	.62-.68		.725	.65-.70
3	Core Carriers	.62-.68		.725	.65-.70
4	General Labor	.62		.725	.65
	Hard Iron Dept.				
4	Inspectors	.62-.70		.85	.65-.72
6	Benchers	.62-.65		.725	.65-.68
12	Grinding		.62	.725	.65
2	Hard Iron Tumbling		.65	.725	.68
	Annealing				
4	Oven Tenders	.62-.65		.80	.65-.68
5	Packers		.68	.725	.70
6	Dumpers		.68	.725	.70
1	Oven Charger	.68-.78		.80	.70-.78
	Finish & Shipping				
1	Drill Press (Rough Drill & Ream)	.62-.65		.725	.65-.68
9	Inspectors	.62-.70		.80	.68-.72
1	Air Chisel Oper.	.62-.70		.75	.65-.72
3	Hand Trucker	.62-.65		.725	.65-.68
3	Bencher	.62-.65		.725	.65-.68
4	Grey Iron & Soft Iron Tumbling & Shotblast		.65	.725	.68
	Maintenance				
(?)	Mechanics	Not Listed		.85	No Change
5	Helpers	.68-.72		.75	.70-.73
1	Welder	.80-.90		.95	.80-.90
	Pattern & Flask				
3	Rigging	.68-.75		.85	.70-.76
	Melting Grey Iron				
1	Cupola Tender	.85		.90	.85
3	Cupola Helper	.68-.75		.80	.70-.76
	Melting-Malleable Iron				
1	Furnace Tender	1.03		1.10	No Change
3	Furnace Tender Helper	.75-1.03		.95	No Change
10	Loaders & Repair	(?)		.95	No Change

No. of Employees	Occupation	Day Work Hourly Rate	Incentive Min. Guarantee	Union Proposal	Recommended Rates
	Minimum Rates (from contract)				
	Men	.58 (.62 in 30 days)		$.10 below job rate for 60 days	.60-.65 in 30 days
	Women	.55 (.59 in 30 days)			.58-.62
24	Plant #2	.60	.60	.75	.65

1. Information taken largely from Company exhibit 2-A; Union exhibit differed to minor extent, except as noted below.

2. Union exhibit indicates some incentive work.

3. Rate from Union exhibit, which also indicates some day work Company exhibit merely states "Job Group Rate," but doesn't show a guarantee.

4. Union exhibit indicates some day work.

5. $1.03 from Union exhibit; Company says "Foreman on straight salary."

6. Union shows $.75-.85.

7. Union indicates DW but shows no rate; Company says "Group Job Rate" but shows no rate either.

Copy of report sent to Miss Rose Lemmon, Indianapolis.

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

NOBLITT FACTORIES, INC. (Michigan City, Indiana)	:	
	:	OCT 25 1944
and	:	
UNITED GARMENT WORKERS OF AMERICA, LOCAL NO. 267, AFL.	:	Case No. 111-7319-HO

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties, refers back to the parties for collective bargaining the issue of women doing men's work in the Cutting Department, and orders that:

1. The Company shall grant a general wage increase of four (4¢) cents per hour straight across the board to all employees involved in this dispute. Each employee shall receive a four (4¢) cent per hour increase and all hourly rates in the classifications involved shall be raised by four (4¢) cents per hour. In the case of workers on piece rates, the piece rate shall not be changed but each employee shall receive four (4¢) cents for each hour worked in addition to his regular piece-work earning.

2. The existing entrance rates shall be continued with the provision that they be increased to a fifty (50¢) cent minimum after six (6) months of service.

3. The foregoing wage increases shall be retroactive to April 27, 1944.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

4. Each employee with one or more years of service with the Company by whom employed as of the beginning of the normal vacation period, shall be given one week's vacation with pay for forty (40) hours at their regular hourly rate or their average earnings at the established piece-work rates for regular time worked, not including overtime, during the twelve-week period preceding the vacation period of each year and who shall have worked not less than ninety-five (95%) per cent of the work time offered by the employer.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 18, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to retroactivity)	FOR LABOR (dissenting with respect to wage increase, and referral of issue of women doing men's work in Cutting Dept. back to the parties for negotiation)
/s/ John M. Larkin	/s/ Arthur J. Egan	/s/ Samuel C. Evett
/s/ Philip Marshall	/s/ J. A. Powers	/s/ Rudolph Faupl

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:

HOOSIER FACTORIES, INC.
(Michigan City, Indiana)

and

UNITED GARMENT WORKERS OF AMERICA
LOCAL #267, AFL

Case No. 111-7319-HO

August 22, 1944

REPORT AND RECOMMENDATION OF THE HEARING OFFICER

Introduction

Background

Hoosier Factories, Incorporated, located in Michigan City, Indiana, is engages in the manufacture of men's, young men's and boy's inexpensive dress trousers. It is included in what is called the "single pants" section of the garment industry. Approximately 360 persons are employed, of whom 320 are involved in the present dispute. None of the present products goes directly into the war effort or is produced on contract or sub-contract, although prior to October 1943 some khaki trousers were produced for military purposes.

Local #267 of the United Garment Workers of America, AFL, has had continuous contractual relationships with this Company for a period of 24 years. The last contract expired April 27, 1944, although by mutual agreement the parties are continuing to operate under the terms thereof. Ninety days before the expiration date, as specifically provided for in the contract, the parties began negotiations which culminated in an agreement covering all but two of the issues in dispute. On March 23, 1944, the United States Conciliation Service was asked to enter the case and, the issues remaining unresolved, the case was referred to the National War Labor Board. The undersigned Hearing Officer heard the case on June 10, 1944, at which time the parties were asked to submit some supplementary data. The following report is based on the briefs, exhibits, and oral testimony.

Appearances

Company	Union
J. M. Ruby, President	Melvin Jones, President
J. N. Gole, Vice-President	Irene Dibkey, Mem. Exec. Board
R. E. Rosenberg, Superintendent	Ewald F. Peters, " "
Dr. R. W. Stone, Consultant	Luther Gorr, " "
	Erwin Wisnieski " "
	Catherine Peters, Intl. Rep.
	Madge King " "
	Alfred Goldberg, Attorney

The Issues

I. Wages
II. Vacations

I. Wages

The Union's wage demand falls into 5 major sections:

A. 50-cent minimum after 8 weeks of work
B. 10% increase on total cost of garments per dozen in sewing room
C. Increases for cutters and apprentices
D. Book scale for Shipping Department
E. Increase for Warehouse Employees

It should be noted here that some of the particulars of the Union's demands have been changed since the meeting took place with the Conciliation Commissioner. The Company entered an objection at the time of the hearing before the undersigned, but the Union's right to make such adjustments prior to the actual time of hearing was sustained.

A. 50-cent Minimum after 8 Weeks of Work

Position of the Union

The Union claims that a 50-cent per hour guaranteed minimum is needed in order to bring the rates of this Company into line with those of similar union garment manufacturers in the area.

Position of the Company

The Company contends that the hiring rates at Hoosier Factories, Inc. are already above the rates paid by other Michigan City area plants. In Table V, attached, the Company has set up a "Comparison of Piece-Rate Earnings and Basic Rates for Key Occupations, Hoosier Factories, Inc., and Comparable Garment Manufacturers in the Michigan City Labor Market Area April 1944." The Company claims that at the present time all male employees with 8 weeks of experience and female employees with one year are receiving 50 cents an hour, although there is no guarantee of that amount. The table cited above shows a 55.3¢ average earning rate (combined time and piece-work).

Discussion

At the present time, Hoosier Factories has the following schedule: Starting, 40 cents; 43 cents after 4 weeks (or upon joining Union); 46 cents after 8 weeks (4 weeks after joining Union). Approval of the union proposal would mean an increase of 4 cents over the present "going rate" of 46 cents. Examination of figures in Table V submitted by the Company shows three other companies in the area as having no progression in guaranteed starting rates such as the Hoosier Company has been practicing; on the other hand, the Cotton Garment Industry Decision (Cases Nos. 111-1641-D, 111-1862-D, 111-1546-D) established a policy that an experienced women in any industry could receive a minimum rate of 50 cents. An operator who has been with the Company 6 months or more could be considered experienced and could receive a 50-cent minimum. In the Reliance Manufacturing Company, Kokomo, Indiana (Case No. 111-3250-D), the Sixth Regional War Labor Board met this same problem by settling up a schedule of rates for new and experienced employees as follows: 40 cents starting, 45 cents after 90 days, 50 cents after 6 months. The same schedule has been directed for the Shelby Manufacturing Company of Shelbyville, Indiana(111-6942-D)

Since Hoosier Factories, Inc. already has a progression scheduled arrived at by means of normal collective bargaining procedure, it is the belief of the Hearing Officer that the present schedule should be continued, adding the new provision of 50 cents' minimum after 6 months employment, to bring the rate scale in line with the Cotton Garment Industry Decision and the two cases cited above.

Recommendation

The undersigned recommends that the Union's demand for a 50-cent guaranteed minimum after 8 weeks be modified to a 50-cent guarantee after six months, the present progression steps to be retained at the 4- and 8-week level.

B. 10% Increase on Total Cost of Garments per dozen in Sewing Room

Position of the Union

The Union demands that the same 10% increase agreed upon by the United Garment Workers International Office and the Union Made Garment Manufacturers Association, currently pending before the National War Labor Board, should be granted by Hoosier Factories, Incorporated. Paragraph 8 of the Union Label Agreement is cited by the Union as evidence of the Company's promise to "abide by the union conditions observed in the respective branches of the trade." The Union alleges that the present rates are below the "book rates" as set up by the International Office and the Manufacturers Association cited above, and should be adjusted 10% upwards to bring them in line.

Position of the Company

The Company contends that no increase should be made in the total labor cost of the garments per dozen. It further contends that Hoosier Factories, Inc. does not belong to the above-cited association, and is not bound, therefore, merely by the signing of a Union Labor agreement, to pay the rates set up and agreed upon by members of the Association. The Company states in addition that it does not believe the "book rates" to be technically sound.

Discussion

Evidence at the hearing brought out the fact that the Union had not brought up the issue

of Clause 8 as covering the wage question until two years ago, although the Union Label Agreement has been in effect for a much longer time. Wages have always been bargained for and covered by separate clauses in the contract. The Union states that it did not ask the Company to abide by "book rates" earlier because it wanted to be cooperative during the earlier days while the Company was still establishing its markets.

Because the Union Label Agreement has not been considered in practice to cover the wage question in prior years, it is the belief of this Hearing Officer that it should not be so interpreted at the present time. That, however, is not the major point for the Board to consider in reviewing the Union's demand for a 10% increase at this time. Under the Wage Stabilization Program, an increase would have to be justified on the basis of stabilized wage rates or ranges, substandard wages, intra-plant inequalities, or effective prosecution of the war.

Since the two latter reasons for increases are not evidenced by either party in this case, the Hearing Officer has considered only the first two. No stabilized rates are available for this industry and area, although the Company, in Table V attached, shows three companies in the Michigan City area as paying 51.3 cents, 53 cents and 60 cents, respectively, for sewing machine operators, the largest group by far in the sewing room (or in the plant itself). In the cases of the Shelby and Reliance Manufacturing Companies, cited above, the Board has increased the rates throughout the plant on the basis of the correction made in bringing the minimum rate up to 50 cents. The Reliance Manufacturing Company thus had the base rate for machine operators raised from 46 cents to 50 cents while the Shelby Company was directed to pay 57 cents, exclusive of a 3-cent bonus.

It is the opinion of this Hearing Officer that an increase could be allowed in the present case sufficient to bring the average earnings up 4 cents per hour. At the present time, the average piece-work earnings for the 174 sewing machine operators are 55.3 cents (Table V submitted by Company). A 4 cents' increase would bring them to approximately 59.3 cents, which figures would not seem to present an unstabilizing influence to the others quoted above. Furthermore, it would approximate a normal 20% differential above the minimum guaranteed rate of 50%. Such an increase could likewise be applied to the other classifications in the sewing room, which would amount, roughly, to a 7½% increase in the labor cost of a garment in the sewing room.

Recommendation

It is the recommendation of the Hearing Officer that an increase averaging 4¢ for each classification be allowed or 7½% on the total cost of garments per dozen in the sewing room, the actual prices or rates to be arrived at by means of collective bargaining by the two parties.

C. Increases for Cutters and Apprentices

Position of the Union

The Union is asking for a minimum scale of $42.50 per 40-hour week for top cutters and the book scale for apprentices. This is above the present "book scale" of $40.25 for cutters but is in line, the Union claims, with rates paid in other union shops in the area. The following companies are cited:

John Bissman	Chicago & Danville	$42.75
W. Shankland	Rockford	46.30
C. B. Cones	Indianapolis	over scale
Kankakee Woolens	Kankakee, Illinois	over scale

The Union also claimed that a woman in the cutting room who was doing men's work (marking) was not receiving her proper rate.

Position of the Company

The Company contends that the firms cited by the Union are outside the Michigan City area, and that no increase is due the cutters. The Company further states that there has been no regular system of apprenticeship in the plant and that no rates should therefore be set.

In answer to the Union's charge that a woman doing a man's work in this department was not being paid the proper rate, the Company claimed that the woman's duties were not identical with those of the men who did the work previously.

Discussion

No stabilized rates are available for these classifications, although the Reliance Company,

cited above, has an hourly rate of 50¢ to 79¢ for pattern markers and a base rate for piece-workers of 59¢ to 70¢.(before the recent increase of 4¢ in base rates, the earnings averaged .846 cents per hour.) The Shelby Manufacturing Company employed one cutter at 88-3/4 cents per hour who was increased 8¢ by the Board's recent Directive. Table V attached, shows a rate for markers and machine cutters at Hoosier Factories of $1.06 per hour or $40.25, with averages of 75¢ and 90¢, respectively, for markers employed by the two other companies, and 72.5¢ and 85¢, respectively, for machine cutters.

While the cutters are already up to the "book rate" and somewhat above the rates for the Reliance and Shelby Companies, and the two other companies cited by the present Company, it is the belief of the undersigned that an intra-plant inequality would be set up by not increasing these workers, who number less than a dozen, by the same amount as established in the new 50¢ minimum and in the piece-work rates for the sewing room. Four cents might therefore be considered by the Board.

On the question of apprentices, the Hearing Officer feels that the parties should carry further their collective bargaining on the general terms and conditions surrounding apprentices before requesting the Board for a ruling on wages.

Similarly, on the question of a man's rate for a woman doing a man's work, the Hearing Officer believes that the matter should properly be handled under the normal grievance procedure which, if carried to the final stage, ends in arbitration.

Recommendation

It is the recommendation of the Hearing Officer that a 4¢ increase could be approved for the employees in the cutting room.

D. Book Scale for Shipping Department

Position of the Union

The Union is asking for adjustments in the present Shipping Department rates to equal the book scale as follows:

Present Contract Rates	Male	Female	Book Rates	
First four weeks	.50	.43	First 2 months	.50
After eight weeks		.45	Next 4 months	.60
After 26 weeks	.525	.475	Next 6 months	.70
After 52 weeks	.55	.50	One year and thereafter	.80

There are four employees "over-rated" at the present time, three at $.725 and one at $.655, for all of whom the Union is requesting 80¢.

Position of the Company

The Company offers to continue the present scale, including the four persons listed above.

Discussion

It is the belief of this Hearing Officer that the same increase allowed for the Sewing Room and the Cutting Department, could be applied here, making the change at the end of the six months' period from .525 and .475 to .565 and .525, and making the "going" rates .559 and .55, respectively. The four "over-rated" employees would receive the same increase, thus making the rates for three, .765 and for one, .695.

It is the belief of the Hearing Officer that such an increase would not unstabilize the local area rates and would preserve the present intra-plant relationships. Further, these rates are not out of line with the common labor rate for the area (.55- .60- .65- metal working), the only available stabilized rate. Table V, submitted by the Company, shows rates of 65¢ for two plants, 70¢ for one in comparison with Hoosier Factories' present shipping clerk rate of .725. Reliance Manufacturing Company, cited earlier, showed rates of .46- .60, raised by Directive Order to .50 - .64.

Recommendation

It is the recommendation of the Hearing Officer that the Union's request for "book rates" for the Shipping Department employees be denied but that a modified increase of 4¢ per hour be granted, to keep the rates in line with the other classifications for which similar increases have been recommended.

E. Increase for Warhouse Employees

Position of the Union

The Union demands rates of .80 for the top sponger and .575 for his helper. At the present time, these employees are receiving .575 and .565, respectively.

Position of the Company

The Company makes no offer beyond the present wage scale. It should be noted, however, that the Company asked for a 60¢ rate in a Form 10 on 9/23/43. (Case #6-18,254) but was allowed only 57½¢ at that time by the Sixth Regional WLB.

Discussion

It is the belief of the Hearing Officer that the same increase of 4¢ should be applied to these classifications as to the other classifications for which this increase has been recommended.

Recommendation

It is the recommendation of the Hearing Officer that the Union's request be modified to a 4¢ per hour increase for the warehouse employees.

II. Vacations

Position of the Union

The Union demands that the present vacation plan be augmented to permit a one week's paid vacation (40 hours') after one year or service. The original demand also included a requirement that each employee must have been in "continuous employment from June 1, 1943 to June 1, 1944 and have worked a minimum of 26 weeks during this period." At the time of the hearing, this demand was modified to fit the plan approved by the National War Labor Board for employees of firms belonging to the Union Made Garment Manufacturers Association. This plan sets up the requirement that the employee must have "worked not less than 95% of the work time offered by the employer." The provisions of the plan, which are cited by the Union as those it desire in the present case, are as follow:

> "Each Garment Worker employee with one or more years' service with the Company by whom employed as of the beginning of the normal vacation period, shall be given one week's vacation with pay for forty hours at their regular hourly rate or their average earning at the established piece-work rates for regular time worked (not including overtime) during the twelve-week period preceding the vacation period of each year and who has worked not less than 95% of the work time offered by the employer.
>
> "The vacation period to be between April First and September First at the option of the employer."

As evidence that the vacation here proposed is prevailing area practice, the Union cites the following companies, among others, as having the same or somewhat similar plans:

> Reliance Manufacturing Company (Michigan City)
> Burnham Work Gloves (Michigan City)
> Carber's Garment Company (Mishawaka)
>
> The laundry, building trades and teamsters in this area are also cited as having vacation provisions.

Position of the Company

The Company objects to the vacation plan as demanded by the Union, chiefly on the basis of the additional cost. It is the Company's position that the wage issue and the vacation issue are closely intertwined. In addition, the Company states that paid vacations are not in effect in the area and industry and cites several examples: Society Silk and Reliance Manufacturing (the Union states that since the vacations have been agreed upon in the latter).

The Company offers the following modified version of the vacation plan now in existence:

	Present Plan	Company's Proposal
Less than 1 year	none	none
1 to 2 years	2 days	3 days
2 to 3 years	3 days	4 days
3 to 4 years	4 days	5 days
4 years or over	5 days	5 days

Discussion

The National War Labor Board has ruled on a sufficient number of cases to have its policy on vacation clearly established. No extended discussion is therefore needed at this time. Industry and area practice are the controlling factors in determining the extent of the vacation plan. In the present instance, sufficient evidence of area practice appears to exist to warrant approval of the Union's demand. The fact that the Company already has a vacation plan in effect is also significant. On an industry basis, the National Board's policy has been set forth in the Cotton Garment Industry Cases (Cases No. 111-1641-D, 111-1852-D). The Sixth Regional War Labor Board has applied this same principle in such dispute cases as the Reliance Manufacturing Company, Kokomo, Indiana (Case No. 111-3250-D, June 20, 1944), where one week's vacation was granted after one year's work and two weeks after five.

Recommendation

It is the recommendation of this Hearing Officer that approval be given to the demand of the Union for an extension of the present vacation to permit a one week's vacation with pay after one year's service as set forth above.

SUMMARY OF RECOMMENDATIONS

Based on the findings as set forth above, the Hearing Officer recommends that the Sixth Regional War Labor Board take action as follows:

I. Direct the parties to include in their collective bargaining agreement the following wage adjustments.

A. 50¢ per hour guaranteed minimum after 6 months' service, the present progression steps to be retained; 40¢ starting, 43¢ after 4weeks (or upon joining Union) and 46¢ after 8 weeks (or 4 weeks after joining Union);

B. An increase averaging 4¢ per hour for each classification in the sewing room, or 7½% on the total cost of garments per dozen, the final prices or rates to be arrived at by means or collective bargaining between the two parties;

C. An increase of 4¢ per hour for the employees in the Cutting Room;

D. An increase of 4¢ per hour for the employees in the Shipping Room;

E. An increase of 4¢ per hour for the Warehouse employees.

II. Direct the parties to include in their collective bargaining agreement the following vacation provisions:

A. Extension of the present vacation to permit a one week's vacation with pay after one year's service.

The above provisions shall be retroactive to April 27, 1944, the date of expiration of the old contract.

Respectfully submitted,

/s/ Marguerite I. Gilmore
Hearing Officer

Table V

Comparison of Piece Rate Earnings and Basic Rates for Key Occupations, Hoosier Factories Inc., and Comparable Garment Manufacturers in the Michigan City Labor Market Area, April 1944.

(Rates Expressed in Cents Per Hour)

Job classification	Hoosier Factories (1) Rate	No. of (4) Employees	Company 1 Rate	Company 11 Rate	Company 111 (2) Rate
(P) Sewing Machine Operators	55.3	174	53.0	60.0	51.3
Hiring Rate	40.0	-	40.0	40.0	40.0
Guarantee After Joining Union	43.0	-	40.0	40.0	40.0
Guarantee 4 weeks After Joining Union	46.0	-	40.0	40.0	40.0
(P) Trimming Inspection	51.5	12	45.0	45.0	48.4
Hiring Rate	40.0	-	40.0	40.0	40.0
Guarantee After Joining Union	43.0	-	40.0	40.0	40.0
Guarantee 4 weeks After Joining Union	46.0	-	40.0	40.0	40.0
(T) Marker	100.6	1	75.0	90.0	-
(T) Machine Cutter	100.6 (3)	3	72.5	85.0	
(T) Spreader Male	55.0	3	55.0	-	-
(T) Assembler (Female)	50.0 (3)	7	55.0	-	-
(T) Bundle Boys	55.0	6	55.0	40.0	45.0
(T) Shipping Clerk	72.5	3	65.0	65.0	70.0

(1) United Garment Workers of America (A.F. of L.).

(2) A.F. of L.

(3) Base Wage Scale after One Year's Experience.

(4) Workers covered in this calculation for Hoosier Factories Total 209; this represents 78.5% of the total work force. In the case of each of the plants involved, sewing machine operators comprise more than 50% of the total plant personnel.

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

INTERNATIONAL HARVESTER COMPANY McCormick Works, Chicago, Illinois McCormick Twine Mills, Chicago, Illinois Tractor Works, Chicago, Illinois West Pullman Works, Chicago, Illinois Bettendorf Works, Bettendorf, Iowa East Moline Works, East Moline, Illinois Richmond Works, Richmond, Indiana Rock Falls Works, Rock Falls, Illinois	:	Case No. 111-2193-D

and

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, CIO.

OCT 10 1945

DIRECTIVE ORDER
(Interpreting, Clarifying and Supplementing Paragraph I, 10, of the Directive Order of March 12, 1945)

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby interprets, clarifies and supplements Paragraph I, 10, of the Directive Order dated March 12, 1945, decides the dispute between the parties and orders that Paragraph I, 10, of said Directive Order shall be interpreted, clarified and supplemented as follows:

A. The present provisions and practices with respect to allowances shall be amended to provide as follows:

1. Subject to the provisions of paragraph B below, the average earning rate shall be paid to piece-work employees in any case:

(a) In which the production of a piece-worker is handicapped, impeded or interrupted due to the following or like reasons:

(i) Hard or oversized stock;
(ii) Machine, equipment or tool trouble;
(iii) Tool care, as where an employee is required in the circumstances to repair or make special disposition of his tools;
(iv) Irregular equipment;
(v) The furnishing of improper blueprints or specifications or erroneous or improper instructions by foremen or other instructing personnel;
(vi) Congested conditions about the machine;
(vii) Excess cleanup of materials and shavings;
(viii) The running of a job on a machine other than the one on which the job was timed where it is impossible to obtain the same feeds or speed or the stock cannot be located at the machine as it was when the job was timed;
(ix) Failure of the Company to bring to an employee's station stock, which is available, in sufficient quantities to permit normal operations, resulting in employee waiting for or chasing such stock.

Provided, however, that if an employee is required to discontinue the operation of his machine in the circumstances detailed herein, the average earning rate shall not be paid for any time in excess of four (4) hours per day.

As used in this Order the terms "handicapped", "impeded", and "interrupted" shall be construed to apply to any handicap, impediment or interruption for the reasons specified whether or not the employee affected is required to continue to operate his machine or to discontinue such operation so long as the employer desires the employee to remain in the plant.

(b) When the Company takes an employee from his regular job, while work at his regular job is available, to perform special services such as, for example, to break in other employees, to perform special shop orders, to set-up other machines, to try out new equipment, to rework materials improperly worked by other employees, to serve on committees, and the like, the specific nature of which the parties shall agree upon.

(i) This section shall apply only to requests to perform assignments not embodied in the normal duties of the employee's job and shall not be construed to apply in cases where the Company requests an employee who has, for example, numerous parts routed through his work station to stop his current job and to change over to another part in his regular set of parts. The extent, however, to which such change-over involves waiting or other time off of an employee's production, such time shall be compensable at the average earning rate until production on the requested job is commenced.

(ii) This section shall apply whether or not an employee's equipment is in working order at the time he is requested to perform special services. Thus, if an employee's equipment is not in working order for any of the reasons specified under A, 1, (a) above, the employee shall be compensated at his average earning rate in conformance with paragraph A, 1, (a) above.

B. Paragraph A, 1, (a) and (b) above shall apply equally to employees operating a single machine and employees operating a complement or battery of machines provided that in the case of employees operating a complement or battery of machines the production by an employee on the machines on which no handicap, impediment or interruption is experienced remains at his normal level.

C. Allowances shall be paid for all time spent under the conditions for which allowances are provided, except for such time as is provided for in the time study.

D. The present provisions and practices with respect to allowances shall be further amended to provide as follows:

1. The occupational earning rate shall be paid to piece-work employees in any case when, due to a major or extraordinary breakdown, as distinguished from the kinds of interruptions itemized under paragraph A, 1, (a) above, such as may be due, for example, to a power failure, equipment breakdown, lack of stock in the plant and the like, a complete cessation of operations results and the employee is given a temporary assignment on any job other than his regular job, such as trucking stock, special services, short orders and the like; provided, however, that the occupational earning rate shall not be paid when such cessations of

E. When an employee is assigned to a new job on which no rate has been set, he shall, when the rate has been established, be paid retroactively the difference (if any) between the amount received during the no price period and the piece work earnings calculated on the established piece-work price for all work performed during the no price period. In computing such payments, allowances shall be included and paid as otherwise provided for under the terms of this Directive Order.

1. During the no price period employees shall be paid:

(a) The occupational earning rate of the job if the employee is qualified and puts forth normal effort, or

(b) The occupational day work rate if the employee is unqualified and inexperienced but has service with the Company, or

(c) The plant minimum hourly rate if the employee is a new employee and unqualified.

F. The Union's requests for a guarantee of the occupational earning rate to employees while breaking in new machines and when for any reason employees fail to make out and until it is determined that the cause is a too low rate, are denied. In both situations employees shall be paid the same rates and in the same manner as in case of paragraph E, 1, above.

G. The Union's requests that the average earning rate be paid in case a piece-worker is sent home after regularly reporting for work and that the occupational earning rate be paid an employee who is requested to rework his own production are denied.

1. In case a piece-worker is sent home after regularly reporting for work, he shall be paid his occupational day work rate for such number of hours as may be called for under the terms of the contract.

2. In case a piece-worker is required to rework his own deficient production due to his own fault, he shall be paid his occupational day work rate. Where, however, the rework is not due to his own fault, the employee shall be paid his average earning rate.

H. All claims of misapplication of allowances under the terms of this Order in specific instances shall be treated as grievances and shall be handled through the grievance procedure of the parties' contract. In the event, however, that such grievances are not adjusted upon exhaustion of this procedure, they shall be submitted to final and binding arbitration upon the request of either party. In such cases the parties shall endeavor to select a mutually satisfactory arbitrator. In the event the parties cannot so agree within five) days from the date of the request for arbitration, an arbitrator shall, upon the request of either party, be appointed by the Regional War Labor Board or by such other federal agency or department as may be designated by the government to settle labor disputes, such as the United States Conciliation Service. The parties shall share equally the costs of such arbitration. In all cases under this provision the arbitrator shall be vested with full authority to award retroactive restitution upon findings of misapplication of allowances under this Order.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 7 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event

this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing on the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order, which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to paragraphs A, B, C, D, G-2, and H)	FOR LABOR (dissenting with respect to paragraphs G and G-1, E & F)
MAJORITY OPINION ATTACHED	DISSENTING OPINION ATTACHED	CONCURRING OPINION ATTACHED
/s/ Edgar L. Warren	/s/ R. E. Bowers	/s/ Alice Smith
/s/ Samuel Edes	/s/ C. B. Magrath	/s/ Peter J. Hoban

NATIONAL WAR LABOR BOARD

In the Matter of:

INTERNATIONAL HARVESTER COMPANY :
:
and :
:
United Farm Equipment & Metal Workers of America, C.I.O. :

Case No. 111-2193-D

MAJORITY OPINION

Following extensive hearings and consideration of this case, the Regional Board on March 12, 1945 issued its Directive Order covering numerous disputed issues affecting eight plants of the Company. One of the major issues involved in the case concerned demands of the Union for alteration of allowance rules, i.e. allowances paid to piece workers as compensation for loss of normal incentive earnings due to interruptions and obstacles incident to regular manufacturing operations. Such difficulties normally do not extend over any considerable period of time and ordinarily involve matters beyond the control of the worker. The Company's pay system makes compensatory allowances for such difficulties.

Upon receipt of our order both parties (by exchange of letters dated March 20 and 21, 1945) agreed that many of its terms were not entirely acceptable but that in the interest of maintaining harmonious relations neither would file an appeal. The Company thereupon undertook to effectuate the order, thereby, among other things, instituting substantial wage increases in the tool and die, experimental and maintenance departments. When, however, the Company undertook to place in effect the provisions of the order (Paragraph 10) dealing with allowances serious difficulty arose. The Union charged that the Company's interpretation of our order would effect and had at the McCormick Works of the Company in fact resulted in substantial wage reductions since, according to the Union, the Company construed our order to require less liberal allowances than had been in effect prior thereto. The Company denied these charges. A strike resulted in the latter part of June, closing down the McCormick Works for several days. In response to a request of the Board that the strike be terminated, the Union's officials secured a prompt resumption of operations. Immediately thereafter the Union filed a petition with the Board requesting that:

(1) the Board issue an immediate order staying the Company from effecting any interpretation of the order which would result in wage cutting;

(2) the Board interpret and clarify the intent of those portions of the order concerning allowances;

(3) the Board supplement its order to cover certain allowance situations acted upon by the Board but, apparently, inadvertently omitted from the order; and

(4) the Board appoint an arbitrator to determine by final and binding award the extent to which the Company's erroneous application of the order resulted in unauthorized wage reductions in specific cases and to provide in such cases for retroactive restitution.

A Division of the Board was appointed to hear the parties. Following such hearing the tentative recommendations of the Public Member of the Division were submitted to the parties and a further hearing held before the full Board. Finally, after separate opinions of the Industry and Labor Members of the Division were issued, the parties were afforded an opportunity to file written briefs. The Company availed itself of this opportunity. Further documents received from the Union were returned as having been filed after the limit set.

Before proceeding to the main questions raised by the Union's petition, we deem it advisable to comment upon a procedural question raised in the tentative report of the Industry Member of the Board Division. The Industry Member, pointing to the exchange of letters between the parties of March 20 and 21, 1945, whereby the parties agreed not to appeal our order, believes that the Board cannot at this time undertake any alteration or extension of the order beyond its original meaning and intent.

With this there can be no disagreement. However, this does not preclude action on our part looking toward interpretation and clarification of our order, provided that in so doing we limit our actions to just that. The parties are entitled to know what we intended by our directive so that they may be properly guided by its meaning where difficulties of language and draftsmanship leave our intention obscure. With this much the Industry Member does not disagree. In addition, we believe that we are equally free to supplement our original order to the extent that such supplementation is intended only to supply or clarify what we originally intended. Finally, we believe that as an integral part of our power to interpret and clarify we have full jurisdiction to conform the actions of the parties to our order as interpreted and clarified and to provide a reasonable procedure for adjudicating specific claims of deviation. In sum, we have examined the Union's petition with a view not toward any redetermination of the allowance issues de novo, but with a view only toward restating our original order to conform to our original intent, to remove so far as possible any grounds for disagreement as to what we intended, and to provide for the settlement of any claims of non-conformance with our meaning. With this understanding of the scope of our post-directive inquiry, we turn to the examination of our order (Paragraph 10) and the conflicting views of the parties. Because, however, of the extreme views taken of our order and because, as we now see it, of the large room for such views permitted by the terms of our order as written, we deem it advisable now (in order to remove all doubt as to our meaning) to issue another order covering the items now covered by paragraph 10 interpreting, clarifying and supplementing paragraph 10 of the original order with adequate opportunity for the parties to appeal.

I. In General - Existing Allowance Rules and Practices

One matter we believe to be fully clear. It was not the intention of our order to alter or modify the existing allowance rules and practices in any fashion which would have as its effect a reduction in wages. On the contrary, our intention was to liberalize the allowance system in specific respects where, in our view, the equities warranted such liberalization. To the extent to which we acted to alter existing practices our action could not have been otherwise since the only questions posed before us arose out of demands by the Union for liberalized allowances; the Company resisted liberalization but made no demands for deliberalization of existing practices. Indeed, even had this not been so, there would have been serious question as to our authority under the Stabilization Act to revise allowance rules in any manner resulting in wage reductions.

Much of the difficulty in this case, however, arises out of the fact that the parties are at opposite poles in their views as to what the existing allowance rules and practices are in a large variety of important situations. First, this disagreement makes it difficult for us to relate our order in context to the full body of allowances and to determine in specific instances the extent to which our order was intended to alter the allowance system. Second, the disagreement frequently makes it difficult to understand whether the gravamen of the Union's complaint in specific instances is that the Company has violated the intention of a particular section of our order or that the Company has violated an allowance practice not specifically dealt with in our order but related to some specific section. These difficulties, we believe, will be illustrated more concretely as we examine into our order with particularity hereinafter.

The Company, in the main, takes the position that existing allowance practices are embodied in a formal set of written allowance rules. The Union contends that existing practices cannot be determined from examination of the written rules alone and that the real body of allowance rules can only be determined from examination of actual practices in the plants as established by grievance settlements, general understandings between the Company and the Union, agreements between foremen and union stewards, Company practices accepted by the Union, and the like. The contracts between the parties at various of the plants do not purport to cover the entire body

of allowances. 1/

We have had previous occasion to examine into existing allowance practices. At that time we had before us the question of interpreting the intent of the contract article at the East Moline plant dealing with allowances (Case No. 111-2789-D). We found in that case that actual allowances could not be determined alone from what was written in rule or contract but, in addition, must be gathered and established in totality from both what was the formal rule and what was the actual practice. We are convinced that what was true in the East Moline plant is equally true of all eight plants involved in this consolidated proceeding. After hearing the parties in this proceeding we believe that the width of difference between them as to the actual allowances payable in varying circumstances is due to the fact that the Company on the one hand chooses to rely upon the formalized version of the rules and that the Union seeks to rely upon what it believes to be the day to day practices followed in fact. In our consideration of the matter we rely upon both as well as the logic of the circumstances to which the allowance is intended to apply, believing that, in most instances, some mean between the two more nearly resembles the fact insofar as we are able to ascertain the fact in the difficult circumstances presented.

II. Circumstances Requiring Payment Of Average Earning Rate

(a) Where Employee Is Handicapped By Abnormalities Like Hard Or Oversized Stock Or Machine and Tool Trouble

Paragraph 10 A-1(a) of our order provides that the average earning rate 2/ shall be paid in "any case" when "abnormalities like hard or oversized stock or machine and tool trouble handicaps an operator".

The parties are not in major disagreement over the meaning of this provision of the order insofar as it specifies particular kinds of difficulties encountered entitling an employee to the average earning rate. To the extent that such disagreement exists, we believe our order requires clarification by inclusion of (a) tool care, as where an employee is required in the circumstances to repair or make special disposition of his tools; (b) equipment trouble; (c) irregular equipment; (d) difficulties arising out of the furnishing of improper blueprints or specifications and erroneous or improper instructions by foremen or other instructing personnel; (e) interruptions or difficulties in operation due to congested conditions about the machine; (f) excess

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1/ The only reference to allowances in the McCormick Works contract is as follows (Article XII, Section 20):

> "When a piece-worker, because of his ability and experience, is taken from his regular job to instruct a new operator or to try out a new machine, fixture, or other equipment, or to perform some similar service, he will be paid his average piece-work earnings for the time involved."

Similarly, the only contract reference at the East Moline plant is as follows (Article X, Section 4):

> "When an employee experiences hard stock, machine or tool trouble, or similar handicaps over which he has no control and because of such delays, his production is curtailed, he shall be paid his average piece-work earnings for the time involved, provided the foreman is immediately notified of the trouble. However, if the employee is waiting for, or chasing or trucking stock, or if there is a complete cessation of production for any reason, he shall be paid his day-work rate for the time involved, provided the foreman is immediately notified of the trouble."

2/ The average earning rate constitutes the average hourly earnings of a piece-work or incentive employee over a specified period including piece-work allowances but not including night shift bonuses, overtime or time spent on hourly rated occupations.

clean-up of material and shavings; and (e) occasions when a job is run on a machine other than the one on which it was timed and it is impossible to obtain the same feeds or speed or the stock cannot be located at the machine as it was when the job was timed. These difficulties are of the same general kind as those particularly specified in paragraph 10 A-1(a) of our order (which was intended to be illustrative of kind and not all inclusive) or constitute actual past practice as we found it to be in the East Moline case and which upon the evidence supplied us we believe conforms with actual past practice generally in all eight plants.

The chief grounds of disagreement in respect to the meaning of this provision of the order stems from the Company's adoption of the view that a pieceworker who encounters difficulties of the kind above specified is entitled to the average earning rate only if he "is directed to continue his operation in the face of (the specified) handicaps ***. If, as a result of these causes, an operation is stopped, this rule does not apply." (Revised Allowance Rules, No. 2, Published by Company.) The Company believes that these conditions are in conformity with the intent of our order. The Union, on the other hand, argues that the order did not so intend; that the term "handicaps" refers to any interruptions or difficulties whether or not, due to the specified reasons, an operator continues to operate his machine or has to discontinue such operation.

Our order does not on its face resolve these conflicting understandings. It was, we concede, poorly drawn and for this we must assume full blame. The term "handicap" may be interpreted either way. However, it was not our intention that the term be applied in the narrow and limited sense employed by the Company. We can see no reason why it is reasonable to say that an employee is entitled to average earnings, when, for example, tool trouble slows up his operation but unreasonable for him to receive average earnings when for the same reason in more aggravated form it is impossible for him to continue for a temporary period. The Union, indeed, contends that in either case the past practice of the Company called for an average earning allowance and cites a list of grievance settlements in support of its position. The Company, on the other hand, denies that such was its past practice and points to its written allowance rules in support of its position. It is our opinion, upon the entire record, that no uniform rule or practice was followed but that whether or not an average earning allowance was permitted varied not only from plant to plant but from department to department depending upon the supervisor in charge.

Whatever the actual practice may have been, the question in this case (unlike the East Moline Case No. 111-2198-D) was not whether we should continue the practice as we found it but whether we should amend it. With this in mind, the record and the equities in this case fully support our view that no sound distinction can be made between interferences that impede but do not stop production and interferences that result in a cessation of production, if by "cessation of production" is meant (as the Company construes it) any interruption of actual production for whatever duration. The Panel Report drew no such distinction. Indeed, the only references to "complete cessation of production" found in the Panel Report refer to major breakdowns ordinarily involving a shutdown of operations for a substantial period such as are due (as the Panel states) to "power trouble", "equipment breakdown" or "similar situations" (see pp. 50-52 Panel Report). The Company, itself, recognized that the Panel Report might well be construed as not following the distinction the Company urged and, therefore, in its Comments (pp.8-10) opposed such interpretation.

Nor could we find any valid reason for the distinction urged by the Company. In our opinion most of the enumerated difficulties and abnormalities encountered by an employee as specified in our order and interpretation will result in brief cessations of operation varying from five to ten minutes to a half a day. To hold that whenever a machine is down for so brief a period an employee is not entitled to receive his average earning allowance would, in our opinion, amount to a nullification of the average earning rate allowance concept. This is commonly recognized in the operation of most incentive systems we have seen which do not draw this distinction urged by the Company. The better practice, as intended in our order, is to distinguish between delays, difficulties, handicaps and stoppages of a reasonably short and intermittent character and those which may extend over a more considerable period. We had in mind that whenever for any of the reasons specified, and those of like kind, an operator could not continue to operate his machine for a reasonably temporary period he should be paid the average earning allowance for the entirety of such period.

What constitutes a reasonably temporary period is not specified in our order. In our opinion such definition is a matter of agreement for the parties. In all the circumstances of this case we would interpret such period as not exceeding four hours per day. When, therefore, any stoppage of work results from any of the causes specified in this provision of our order not in excess of four hours per day the employee affected is entitled to an average earning allowance. The Company, of course, is privileged in these circumstances to require the employee to continue at his regular job if that is feasible, or to transfer him to some other job in the plant or to lay the employee off for such period as may be necessary until normal operating conditions are restored. The Company cannot, of course, be required to provide work for its employees under normal incentive conditions at all times. When, however, through no fault of the employee normal conditions may not be provided and the employer desires the employee to remain in the plant to perform his regular job under abnormal conditions or to perform some other job at the Company's convenience, we see no reason why the Company should not be required to pay the average earning allowance for some reasonable period at least.

It is true, as the Company contends, that when the employee, because of the shutdown of his machine, is doing other work he is not what the Company terms a normal producer. That, however, is not due to any fault attributable to him so long as he stands ready, able and willing to perform at the job for which he was hired. On the other hand the Company is insured against unprofitable use of such employee in two-fold manner: (a) it has the option to lay him off and (b) in any event need not pay at the average earning rate allowance beyond what we deem a reasonable period, i.e. four hours. We find it difficult to differentiate the situation posed here in this regard from the normal situation where an employer desires in the interest of overall productive efficiency to assign a worker to a lower rated job for some temporary period. In such case sound industrial practice, uniformly followed by the Board, requires that the employee affected by such temporary assignment be secured the earnings of his regular job. (See, for example, Consolidated Vultee Case No. 46-257, NWLB decided May 3, 1945; Glenn L. Martin Case No. 111-7696-D, NWLB decided October 21, 1944.) This Regional Board has followed such practice whenever the problem was presented to it. We find it most difficult to disassociate the question presented here from the question when posed as a temporary assignment and transfer problem. The two, in our view, are identical. It would be unreasonable to assume that we intended any different result in this case. Yet that is exactly the result that would obtain if we adopted the Company's position. This we cannot believe to have been our intent and we so find.

It should be noted, at this point, however, that there may occur major and extraordinary difficulties, as distinguished from the normally encountered difficulties with which we are here concerned, which may cause complete cessation of production. We will deal with this type of situation later, in Section III of this opinion, which refers to paragraph D of our order.

(b) Where Employee is Taken From Regular Job To Perform Special Services for Management

Section 10 A-1(b) of our order provides that the average earning rate allowance be paid "when management takes an operator from his regular job to perform special services such as, for example, to break in other operators". The Company has interpreted this provision to apply only to requests to perform assignments not embodied in the normal duties of the operator's job and not to apply in cases where the Company requests an employee who has, for example, numerous parts routed through his work station to stop his current job and to change over to another part in his regular set of parts. The Union objects to this interpretation. We agree with the interpretation of the Company. The issue in reality concerns the right of management to schedule its work according to its production needs. This right we did not intend to proscribe or limit. Nor do we see any valid reason for guaranteeing average earnings in respect to operations performed under normal conditions and part of an employee's normal job merely because management may require that it be performed out of regular order. It should be made clear, however, that to the extent that such changeover involves waiting or other time off of his production an average earning allowance should be made until production on the requested job is commenced. In order also to clarify what types of services we contemplated amongst the term "special services" we include in our order, as interpreted, the following: special shop orders on tool room or experimental work; trying out new equipment, dies, fixtures, etc.; serving on committees; setting up his own machine or that of another operator; and such other services of like kind the specific nature of which the parties much reach agreement upon.

The Union in respect to this general problem complains that the Company has interpreted our order to provide for the average earnings allowance only when, there being work available at the employee's regular job, his equipment is in working order. We do not so understand the Company's interpretation. If so, it is in conflict with what we have already stated respecting paragraph 10 A-1(a) of our order. If an employee's equipment is not in operating order for any of the causes specified in paragraph 10 A-1(a) as interpreted and clarified herein, he is entitled to average earning allowances for a reasonable period regardless of whether the Company chooses to employ him on some special service or on any other job in the plant or that he stand about waiting in the plant.

(c) Waiting For Or Chasing Necessary Stock Which Is Available But Not Supplied To Employees So As To Permit Normal Operation.

Paragraph 10 A-1(c) provides for an average earning allowance when "an operator is waiting for or chasing necessary stock which is available but which, for some reason, the Company failed to bring to the operator's station in sufficient quantities to permit normal production".

We believe this provision of our order to be clear and unambiguous. The Company apparently has, however, subjected this provision to the same limitation as in the case of other handicaps specified in paragraph 10 A-1(a), respecting differences between handicaps that do and those that do not result in complete cessation of operations. We do not so construe our order. The same reasons prompting our rejections of this interpretation of paragraph 10 A-1(a) call for our rejection of the proposition in respect to time spent waiting for or chasing available stock.

(d) Reworking Materials Improperly Worked By Others While Regular Work Is Available

Paragraph 10 A-1(d) provides for payment of an average earnings allowance when "an operator, at the request of the Company, and while work at his regular job is available, reworks materials improperly worked by someone else". This provision is merely illustrative of a kind of "special service" provided for under paragraph 10 A-1(b) of our order and what we have already stated above in respect to that provision is equally applicable here.

(e) Impediments In Respect To Employees Operating a Battery Or Complement Of Machines

Paragraph 10 A-1(e) provides for payment of an average earnings allowance when "an operator on a fraction of several machines encounters abnormalities like hard or oversized stock, or machine trouble which handicaps an operator; provided that such operator's production on the machine not causing trouble remains at his usual level."

This provision of our order was intended merely to make it clear that the same allowance rules were to be applied in respect to employees operating a battery or complement of machines as are applicable in the case of employees operating a single machine. The problems arising in respect to the interpretation of this provision are in the main the same as those already discussed above in record to employees operating a single machine. Our interpretation of the conditions under which the average earnings allowance is to be paid to operators of a battery or complement of machines is, therefore, the same as in the case of operators of single machines.

(f) The Time Covered By Allowance Rules

Paragraph 10 A-3 provides: "The allowances when proper shall be applied to all time for which the time study does not make allowances." The Company has taken the position that allowances will be made only when delays, interruptions and handicaps are in effect for a total of 15 minutes or more a day. Our order does not so provide. The position of the Company when considered by the Panel was rejected on the ground that it would be inequitable to "require an employee to carry the loss of the equivalent of 15 minutes of production without allowance". Accordingly, our order provided for the application of the allowance rules for "all time" except only for such time as the time study of the job has already taken into account. The parties should be guided by this rule.

III. Circumstances Requiring Payment Of Occupational Earning Rate

The Panel recommended in this case that the occupational earning rate 3/ should be paid:

"(a) When an operator is 'trucking stock' because power trouble or equipment breakdown or similar situations cause a complete cessation of his own production;

"(b) When an operator, whose regular job is unavailable because of power trouble, no stock in the plant, etc., is reworking materials improperly worked by somebody else."

Our order is silent in this regard. However, when the case was considered by the Board we adopted the sense of the Panel's recommendations on these points. Our action, unfortunately, was inadvertently omitted from the order and should now be included. As we construed the Panel's recommendation, it was intended that a line of distinction be drawn between the normal kind of difficulty encountered in manufacturing processes such as detailed in paragraph 10 A-1 of our order, as interpreted, and major and extraordinary kinds of difficulty resulting in a complete cessation of production, such as power and equipment trouble, no stock in the plant, and the like, wholly outside the control of the Company. The Panel, in our opinion, intended to differentiate between minor and major, normal and abnormal kinds of operating impediments and did not intend to distinguish between minor kinds of difficulties on the basis of whether they resulted in continued operation under handicaps or cessation of operations on the particular machine involved. In the case of the major and extraordinary difficulties the Panel, accordingly, reasoned that the Company should not be required to pay more than the occupational earning rate since in the main such difficulties were completely beyond the Company's control. We adopted that reasoning and result. It is essential that it now be embodied in our order since it will clarify a major point of dispute and uncertainty. Accordingly, we shall supplement our order by providing that an occupational earning rate allowance be paid when, due to a major or extraordinary breakdown resulting in cessation of operations such as may be due to a power failure, equipment breakdown, lack of stock in the plant and the like, a complete cessation of operations results and the employee is given a temporary assignment on any job other than his regular job such as trucking stock, special services, short orders, etc. In accordance, however, with the Panel's recommendation that the occupational earning rate be not paid when such breakdown extends into a second day, our order will limit the application of this allowance to the first day or fraction of such day of temporary assignment.

IV. Assignments To New Job On Which No Rate Is Set

Paragraph 10 A-2 of our order provides: "When an operator is assigned to a new job on which no rate has been set, he shall, when the rate becomes established, be paid the job rate retroactively for all time spent on such job." The order does not make reference to the rate to be paid during the period before the rate is set. The Company has and desires to continue to pay in accordance with its past practice during this period. The Union desires the payment of the average earning rate. It was our intention that the Company's past practice in this respect be continued, viz. (a) the occupational earning rate of the job if the operator is qualified and puts forth normal effort on the job, (b) the plant minimum hourly rate if the employee is a new employee and unqualified, and (c) the occupational day work rate if the employee is unqualified and inexperienced but has service with the Company. We so construe our order.

Further ambiguity exists in respect to the retroactive computation section of this provision. The Union asserts that the rate to be paid retroactively is the difference between the amount received during the no price period and the average earnings built up after the price is set. The Company contends that the proper sum is the

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3/ The occupational earning rate is the expected earning rate of the piece work operation on which an employee is engaged.

difference between the amount received and the amount calculated by applying the piece work price set to the production during the no price period. In our opinion the (Company's) position squares with our intention and the order should be so construed. However, it can be expected that difficulties will be encountered by an operator on such a job, in the same manner or even to a greater extent, than an operator on a job which has been in production for some time. We, therefore, deem it reasonable and consistent with the interpretation herein provided that allowances should be included in computing retroactive payments for the no price period and we are so ordering.

V. Breaking In New Machines and "Too Low" Rates

Paragraphs 10 B-2 and 3 of our order denied the Union's request for a guarantee of the occupational earning rate while an employee is "breaking in a new machine" and when "for any reason he fails to make out and until it is determined that the cause is a too low rate" exactly as in the case of assignments to new jobs on which no rate is set. We can see no substantial difference in the types of situations.

VI. Rework Of Own Production and Operators Sent Home

Paragraphs 10 B-1 and 4 denied the Union's request that the average earning rate be paid "in case a piece worker is sent home after regularly reporting for work" and that the occupational earning rate be paid an operator "who is requested to rework his own production". We construe those provisions to mean (a) that in case a piece worker is sent home after regularly reporting for work, he shall be paid his occupational day work rate for such number hours as may be called for under the terms of the contract, and (b) that in cases where an operator is required to rework his own deficient production due to fault of his own, he shall be paid his occupational day work rate.

VII. The Correction Of Misapplication Of Allowance Rules As Herein Interpreted and Clarified

The Union asserts that the Company has in numerous instances misapplied the allowance rules and that a means for correction of such misapplications should be provided by the Board. Obviously, the Board cannot itself sit as a final arbiter of grievance disputes of this kind. It appears to us to be equally clear that if the Company has misapplied the rules as conceived by our order as interpreted, such misapplications should be corrected. In accordance with well defined Board policy we shall require that specific instances of misapplication be carried and corrected through the grievance procedure of the parties' contract. In the event, however, that such grievances are not adjusted upon exhaustion of this procedure, we shall require that the parties submit to the final and binding arbitration of such disputes with appropriate authority vested in the arbitrator for retroactive restitution.

s/ Samuel Edes

Concurred in by:

s/ Edgar L. Warren

SIXTH REGIONAL WAR LABOR BOARD

In the Matter Of:

International Harvester Company

and

Case No. 111-2193-D

United Farm Equipment and Metal Workers of America, CIO

CONCURRING OPINION OF THE LABOR MEMBERS

The Labor Members concur in the Public Members' Opinion on the subject case, although the issues before the Board have not been resolved to our full satisfaction. But as the history of the case indicates, quick action on the Board's part was imperative if wholesale wage cuts and resultant chaos within the entire International Harvester chain were to be averted. In the interest of expedient resolution of this dispute, the Labor Members concur, with certain reservations, in the Public Members' Opinion.

The present Directive interprets, clarifies and supplements paragraph I, 10, of the Board's Directive Order of March 12, 1945. The necessity for such interpretation was forcefully presented when in June, 1945, the Company attempted to apply a unilateral, restrictive and distorted interpretation of this paragraph as new allowance rules in its McCormick plant. The immediate effect of this move was a widespread wage cut, which led to an immediate walkout. On the Board's assumption of jurisdiction, the workers returned to their jobs, assured that the Board would resolve the issue as speedily as possible.

The basic problem revolves about the inadequacy of the Board's previous order which implied but failed to specify numerous downtime conditions under which piece-workers in the Harvester plants had in the past consistently received payment of average hourly earnings. After the Company had demonstrated its use of these omissions, it became clear that an interpretation of the full intent of the Board was imperative, and that the original order had to be supplemented by specific details.

The intent of the Board in its March, 1945 Order can be traced from the demands of the Union which first gave rise to the dispute. At that time, the issue concerned liberalization of Allowance Rules. It is unthinkable that the Board ever intended, in partially granting the Union's original demand, to create a situation which would afford the Company opportunity to apply severe wage cuts through the allowance rule system. The original intent of the Board to liberalize allowance rules is clear. It was not the intent of the Board to reduce allowance payments in effect at the time of its order. Such a reduction would have been contrary to fundamental Board policy, and totally unacceptable to the Union.

Allowance payments throughout all Harvester plants have grown up as a result of cumulative practices and grievance settlements. The Company's formalized rules are inapplicable since they are unilateral, and in fact and practice did not provide the basis of actual allowance payments in the plants. A finding of past practice had to be the primary basis for Board action in this matter. This was fully recognized by the Board in the East Moline case No. 111-2789-D. The East Moline plant is involved in the present case, and the reasoning of the Board in that case applies.

We concur in the Public Members' Opinion supporting the Board's action in paragraph 1-a) of the order, in which payment of average earnings is directed for a number of specified conditions. Reference to the overwhelming evidence of past practice in such instances, as submitted by the Union, will serve to supplement the Public Members' Comments on the equity of this portion of the Board's Order.

On the question of Special Services we cannot concur fully in the Public Members' Opinion. The Opinion refers to paragraph 1-b) of the Order, in which it is stated that Special Services shall be paid for at average earnings when performed at the request of the Company by an employee while work at his regular job is available.

The Order reflects the Board's intent to prevent restriction of the definition of special services. Where the worker is directed to perform work other than his regular job, he is deprived of the opportunity for full incentive earnings, and should not be penalized. The Board, therefore, specifically enumerates certain Special Service conditions, and upholds the Union's position resisting limitation of this term.

The same reasoning should apply to a Company request that an employee, who has numerous parts routed through his work station, change over to another part in his regular set of parts. It must be understood that job sequence under piece-work conditions has a sharp effect on earnings; that a worker's regular job is that on which he works and includes the whole run of the job in which he has become proficient enough to build up an average earned rate. Changeover deprives him of that rate. This is implicit in the fact that the problem arises as an allowance problem.

The right of Management to schedule production has little bearing on the case as this problem does not concern regular scheduled assignments, but short term shifts. The worker should be protected against loss of pay under such conditions.

The Labor Members take exception to the Public Members' Opinion on another point, the computation of retroactive payment of a rate set on a no-price job, or a job on which the price is too low. In such cases it must be understood that an employee may be working for a considerable period of time under irregular conditions, before a price is set. As expressed by both the Company and the Union in this period there are many "bugs" in the job operation which impede normal production. During the period in which these "bugs" are being eliminated and operations are obstructed, the employee must not be penalized. This is consistent with the whole intent of the Board in this Order. When the price is set therefore, the average earning rate, which is the only proper job rate, must be applied retroactively. The only equitable method of calculation retroactivity in such instances would be to apply the difference between the rate paid during the no-price period and the average earning rate established after the price has been set to the no-price period.

The Board has apparently recognized that an employee, deprived of normal earnings during a period in which irregularities of production are being ironed out, is entitled to retroactive payment of normal earnings. Any price other than his average earning rate would penalize him unduly for circumstances beyond his control.

Signed,

Alice Smith

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
Region VI

In the Matter of:

INTERNATIONAL HARVESTER COMPANY (Chicago, Illinois

and

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, C.I.O.

Case No. 111-2193-D

REPORT OF CASE INVESTIGATION

Background

In its Directive Order of July 24, 1944 the Board ordered the so-called "McCormick Award" extended to the McCormick Twine Mill, Tractor Work, and West Pullman Works of the Company. The award provides in general for a 10¢ per hour increase to skilled employees in the Tool and Die, Experimental, and Maintenance Divisions; a 5¢ increase to all other employees in these divisions, except truck drivers, elevator operators, and common labor. In the Directive Order there was set forth the specific job classifications with a designation as to whether they were to receive the 5¢ or the 10¢ increases.

Subsequently, after the Order was upheld by the National Board on review, the Order was modified (September 6, 1944) to correct certain inconsistencies in the list of job classifications, although no substantial change in the Order was made.

Thereafter, by agreement of the parties, and approval of the Board, certain additional classifications, clearly coming within the intent of the Order but not previously included, were added.

Present Request

In July, 1945, the Union requested the inclusion of three job classifications (M-66-13; Mechanic and Driver Experimental Test Truck or Tractor; L-81-16, Layout Man - one premium rated employee only involved; and apprentices) within the skilled category, subject to a 10¢ per hour increase. On October 12, 1945 the Board acted with respect to L-81-16 and apprentices, granting the Union's request, from which action no Company appeal was taken.

The Board did not act with respect to M-66-13 because they desired additional information. Although the Post Directive Committee recommended (Industry dissenting) that this classification receive a 10¢ increase on grounds that the written job description placed the job in the skilled category; nevertheless, because the Company disputed the validity of this description, the Board requested a case investigation.

Results of Case Investigation

The Presentation Officer met with the parties and also took a trip to the Company's experimental farm in Hinsdale, Illinois, in order to observe the job.

The Company was represented by:

Mr. Haydook, Industrial Relations Department
Mr. Steen, Supt. of Experimental Shops (Depts. No. 14 and 5)
Mr. Overholt, Field Engineer in Charge
Mr. Swanson, Rates & Methods Department

The Union was represented by:

Mr. I. L. Lind, President of the Local
Mr. Hartell, Steward
Mr. Dixton, Employee classified as M-66-13.

1. Data on number of employees and rates.

This job (M-66-13) is classified in Rate Group #13, similar to a labor grade. Tractor Work's day rate structure is as follows:

Group No.	Rate Range
1	.77 - .795
2	.77 - .815
3	.77 - .835
4	.775 - .855
5	.785 - .875
6	.795 - .895
7	.805 - .925
8	.825 - .955
9	.855 - .995
10	.885 - 1.035
11	.915 - 1.075
12	.945 - 1.115
13	.985 - 1.155
14	1.025 - 1.225
15	1.075 - 1.275
16	1.115 - 1.335
17	1.155 - 1.395
18	1.195 - 1.445
19	1.345 - 1.645

The above figures represent rates before application of the McCormick Award, which served to increase by 5¢ or 10¢ certain job classifications within a rate group, if such job classification was in the Tool and Die Shop, Experimental, or Maintenance Division. In order to provide the Board with an idea of the relationship of certain key jobs within the rate structure, it is noted that Tool and Die Makers are in rate group #15, but their rate is 10¢ higher than the rate stated above because of the McCormick Award. The same is true for Electricians and Machinists. The classification of "Hardener - Tool and Die leader is in Rate Group #17; Pattern Maker, #18. In Rate Group #13, are found such classifications as Electrician, Grinder, Lathe Hand, Muling Machine Hand, Millwright (all classifications in Experimental Department).

M-66-18 employees have a rate range of .985 - 1.155 (without 10¢ increase). Present employee's rates are as follows:

Check No.	Rate
#5003	$1.10
5001	1.155
5008	1.05
5007	1.05
5015	.985
5017	.985
5019	1.07
5021	.985

2. Job Duties.

a. As described by the Union.

Employees drive tractors, test tractors, make changes necessary for improvement. Employees determine on their own initiative what experimentation to carry on with the tractor. The Union could not, however, provide any more detailed information, stating that they had encountered difficulty in getting "first hand information".

b. As described by the Company.

(1) The written job description is as follows:

Tear down, inspect, repair and reassemble any unit on a truck chassis. Making layouts from drawings which is the transfer of dimensions from drawings on to the parts or units, such as may be necessary for making an installation of attachments on a chassis. This might require the laying out and drilling of holes in side rails, cross members, transmission cases, engine crank cases, etc. Assist in running experimental road tests and make minor road tests consisting of collection of fuel economy data, etc., on explicit instructions from department head. Be an A-1 driver capable of taking a chassis to any part of the country without a leader. Operate valve reseating and refacing equipment and read dial indicators and micrometers.

(2) The Company stated, however, that the written job is inaccurate because it was taken over bodily from the Fort Wayne Works. It would describe the job if the underlined portions (see above) were deleted. The question of changing the job description has not been brought to the attention of the Rates & Methods Department because there are so few employees involved that the Company felt that from a practical standpoint the problem was not very great. Further, the Rates and Methods Department has not yet made a complete review of the jobs in the Experimental Engineering Department although such review has been contemplated by the Company.

(3) As the Company describes the actual duties of the job, they relate only to the testing of tractors as no trucks are manufactured at the Tractor Works. The Company states that basically the job calls for tractor drivers with sufficient ability to make certain repairs or replacements, under supervision of an engineer or other highly trained employee. As examples of the types of work done, the Company mentions changing of manifold, removing clutch and installing new one; changing wheels and tires, or minor repairs.

The employees involved all work out of the Hinsdale experimental farm where new types of tractors are being tested for performance under varying conditions and for endurance. When the tractors are given to the M-66 employees for testing, they have reached the stage of endurance testing and the employee will run the tractor until something goes wrong. The driver goes out on the tractor alone and at the end of each day he fills in a "Daily Tractor Report" (copy attached). If a breakdown occurs, the driver may make such adjustment as seems required if it is an ordinary or minor breakdown. If the breakdown is more severe, he will consult with the supervisor who will direct him as to what to do or he may decide in consultation with the supervisor as to what to do. Certain types of breakdowns will be reported to the Engineering staff at the Works before anybody in the farm takes any action.

(4) In order to contrast the Report of the Driver with the Report of the Engineer the Company submitted a sample of an Engineers' report. (copy attached.)

(5) Most of the employees in M-66 have had experience driving tractors in the plant (off the assembly line, or from one part of the plant to another,) although recently the Company hired two ex-servicemen, one of whom had previous experience in a galvanizing plant and the other had been a clerk.

(6) In addition to M-66, there are the following types of tractor drivers employed in the Works:

R-11-12 (rate group 12; see above for rates): drives defective tractors off assembly line; tears down defectives parts, makes replacements, and drives to test further. Under supervision of Department Foreman (not experimental.)
D-62-9 (rate group 9) drives completed machines off assembly line.

c. As described by employee at Hinsdale.
When the trip was made to Hinsdale, only one employee was found in the shop. Another one was out in the field driving; another was on his way to Chicago with a defective part; another was testing at the farm of a contractor in Dundee, and was absent and one one was in the hospital. (two, unaccountedfor)

The employee, Mr. Dixton, was interviewed and asked to describe jobs he had done in the last two weeks. He stated he had done the following:

A notebook is kept on each tractor. Before he takes the tractor out, Mr. Dixton notes in the book what he is going to do and reports any suggestions to his supervisor and also notes them in the book. He reports anything which would make operation of the tractor easier; e.g. seat is too hard to ride.

If a breakdown occurs, Mr. Dixton makes the repaires if he thinks he can; otherwise he turns the job over to an engineer in the shop.

Recently Mr. Dixton states that he installed a new winch and scraper on an experimental industrial tractor. While he was driving Model 501 the Manifold broke. It was sent to Tractor Works for repair, where it was welded.. Also the Engineer decided that the exhaust pipe was tooheavy for the manifold, and Mr. Dixton then sawed off the pipe. He installed a muffler, also.

On the Model TD18B, a crawler tractor, Mr. Dixton pulled the seat and top plate. Brake bands were slipping. He removed the bands and inspected them, found them OK and replaced them. There was a whole crew of Field Men and Mechanics looking the job over to decide what to do. Somebody suggested that the bands were worn so he helped to take them apart and replace them. Then he helped put a "shim" in and everything was then OK. Mr. Dixton also pulled off a crank case guard and replaced it after it was welded.

On the Model 18 Pusher Tractor, Mr. Dixton tightened the master clutch, which involved taking off the case and moving the clutch over a few notches. He made this adjustment after he brought the tractor back to the shop, reporting to his supervisor that something was wrong. The supervisor directed him as to what to do.

3. Discussion

1. From her discussions with the parties and with one M-66 employee, the undersigned reached the following conclusions regarding description and evaluation of the job involved:

The experimentation on new types of tractors is done on the initiative of and direction of the engineering staff at the Works, which has designed and developed the tractor, and which has in mind just what they are looking for in the tests. The engineering staff at the farm also is aware of what the plans of the top engineering staff is and their decision as to how tests are run and what repairs are to be made depend on what the purpose of the test is. In other words, over-all planning and direction is exclusively vested in the engineering staff. Where a breakdown occurs which affects the over-all planning, then even supervision at Hinsdale does not take responsibility but calls in the Works staff. For example, recently some trouble occurred with brake bands on a highly experimental job, and all of the top engineering staff went out to Hinsdale to "swing wrenches" in an effort to acquaint themselves with the problem.

The job of M-66 involves straight tractor driving on endurance runs but also involves the observation of performance, not from an engineering viewpoint, but from the point of view mainly of ease of operation. The employee also must exercise judgment to tell whether a breakdown is of a regular, ordinary type, on which he can and should make repairs, or whether something out of the ordinary or beyond him is involved and is of sufficient importance to be brought to the attention of his supervisor. He must also have enough mechanical knowledge and skill to make ordinary repairs, of the type outlined above in considerable detail.

2. The Company bases its argument that no increase should be granted on the grounds that employees involved should not receive any increase under the McCormick Award because their job requires little or no skill, stating employees are simply truck drivers.

The Union on the other hand, maintains employees are entitled to 10¢, as skilled employees in the Experimental Department, under the terms of the McCormick Award.

3. Question before the Board: Should the employees involved be classified as skilled employees, entitled to a 10¢ increase under the McCormick Award?

Laura Epstein
Harold M. Gross

Form D 7303. 2500--2-1-45.

DAILY TRACTOR REPORT (copy - front page)

MAIL TO -- Mr. H. S. Manwaring
International Harvester Company
2626 West 31st Boulevard
Chicago, Illinois

Date _____
Tractor Model _____
Serial No. _____
Branch _____
Location _____
User's name _____
Hours Operated _____

Hours Idle (Give Reason) _____
Temperature _____ Weather Condition _____
Soil Condition _____
Type of Work Being Done _____
Make, Type and Size of Implement Operated _____
Hours Operated (Each Gear) 1st___ 2nd___ 3rd___ 4th___ 5th___ 6th___ Lo-Rev.___ Hi-Rev.___
Kind of Fuel Used _____ Gals. Used _____
Engine Oil Used (Brand and S.A.E. No.) _____ Qts. Drained ____ Qts. Added _____
Hours Between oil Change _____ Hours Between oil Filter Element Change _____
Hours Between Air Cleaner Servicing _____
Water added to Radiator System Today (Qts.) _____ Total Used to Date _____
Repairs and Adjustments on Tractor (Use Reverse Side of Sheet if Necessary) _____

Repairs and Adjustments on Implement (Use Reverse Side of Sheet if Necessary) _____

Remarks (Use Reverse Side of Sheet if Necessary) _____

(Over) _____ Signature of Operator

COPY - BACK PAGE

COMPLAINTS (number each item)	SUGGESTED REMEDY

COPY

cc-DB Baker WO Beehman FP Steiner
CR Rogers CA Hubert FB Zazeski - 2
AF Mohr JW Curley

GAS POWER ENGINEERING DEPARTMENT
ENGINE AND CHASSIS TEST DIVISION

Mr. H. S. Manwaring

January 8, 1944
typed January 12, 1944
Docket 16.2835
TD-18 TracTracTor
Final Progress Report
Period 11-17 to 12-27

TD-18 TracTracTor Q-4274 with Bucyrus-Erie Cable Operated Bullgrader Mounted on Reinforced Engine Main Frame Channels

Object: To check general performance and endurance of new design features.

Equipment: Wide tread chassis with 22" track shoes, Bucyrus-Erie cable operated bullgrader, starting and lighting, crankcase guard and pull hook, radiator shutter, track frame shielding, hourmeter and odometer.

Current Experimental Test Material: 102 Brake horsepower engine at 1350 rpm, twin plunger injection pump, cupola iron cylinder heads and pistons, preloaded bevel gear hub bearings, transmission gear shifter lock, Timken bearing track rollers vented to track frame reservoirs, reinforced final drive carrier hubs, reinforced steering clutch hubs, cast iron pivot bearing, LH, and reinforced engine main frame channels.

Performance:

Total hours on cable operated bullgrader	431
Total hours this period	104
Total hours on tractor	2170
Oil consumption (qts/10 hrs)	1.92
Fuel consumption (gals/hr)	3.5
Air temperature range	24-68°
Gears used	1st, 2nd and Reverse (high)

Type of Work: Stripping clay overburden at Dolese and Shepard stone quarry (17 hours) and clearing wooded section on the Hinsdale farm (87 hours).

Service: (1) The left hand side front idler with diaphram oil seal carried on permanent docket 2G-10.2835 failed. A report will be submitted as soon as the idler on the right hand side is r emoved and inspected. The failed assembly was replaced with production parts.

(2) The army tractor equalizer spring 58950-D was removed for inspection and replaced with a production spring 41439-D. The spring, which was removed, was sent to Gas Power Engineering Inspection Department and a report of findings will be submitted by them.

(3) The engine clutch was tightened three notches. The tractor has been operated 77 hours since the last adjustment was made.

(4) A new gasket was installed between engine block and front plate to overcome on oil leak.

(5) The fuel injection pump was returned to laboratory #5 to check the power but was found satisfactory and is now back on the tractor again,

(6) All the valves in the engine head were reground to improve starting. The starting valves were slightly warped.

(7) The brake pull back spring on left hand side broke at the short hook; a new spring was installed.

(8) The winch cable was replaced. It was badly damaged from catching on the upper fastening cap screw on the radiator guard and also behind the corner of the radiator guard. This is due to the slack in the cable, which occurs when the blade is dropped to the ground quickly. Cable failure of this nature was

corrected by rounding off the cap screw heads and the incorporation of a rod on the corner of the guard to deflect the cable.

Cable was also badly damaged by the separating plate between the two sheaves in the sheave block assembly. This was corrected by incorporating a rod at the top and on both sides of the separating plate for a more effective guide for the cable.

(9) The king pin for the bulldozer blade was too short and occasionally worked out; correction was made by lengthening the pin two inches.

Remarks: Active operation of the tractor has been discontinued. The tractor is being disassembled and inspected and reports on all material covered by both active and permanent dockets will be submitted.

J. J. Schultis
for G. H. Angell

In the Matter of:

INTERNATIONAL HARVESTER COMPANY

and

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, CIO

Case No. 111-2193-D

DISSENTING OPINION OF INDUSTRY MEMBER

When the Sixth Regional War Labor Board was considering this case at its meeting of September 13, 1945, I felt it necessary to refer to certain of the proceedings as "crooked." (Transcript Page 43). On looking back over this case, I am of the opinion that my remark in this connection was not immoderate nor undeserved. I think the facts set out below give good grounds for that statement.

A Directive Order of the Sixth Regional War Labor Board was issued under date of March 12, 1945, which covered several issues that comprise the subject case.

Upon receipt of the March 12, 1945, Directive Order, the parties, by exchange of letters dated March 20th and March 21, 1945, agreed that some of the terms of the Directive Order of March 12, 1945, were not acceptable to them, but that in the interest of maintaining harmonious relations, neither would file an appeal. Thereupon the Company took appropriate steps to effectuate the Directive Order, instituting among other things the directed wage increase.

Copies of the parties' confirming letters of acceptance of the March 12, 1945, Directive Order had been submitted in evidence in subsequent proceedings before this Sixth Regional Board and the intention and validity of these letters cannot be and have not been disputed.

It is, therefore, reasonable to believe that it was the expressed intention of the parties to accede to that Order, which would certainly require an understanding of it at that time.

As a result of a strike in the latter part of June at McCormick works (one of the eight Works of the Company involved in this case) the parties were again summoned before a division of the Board on July 2, 1945.

Mr. E. L. Warren presided and, in opening the hearing, stated in part as follows:

> "I think we might get started on the record at this time. I will repeat briefly that this case involves the International Harvester Company; the question has been raised by the Union with respect to the clarification of the Board's Directive Order in Case No. 111-2193-D. The Union petitions the Board for clarification of this Directive Order, which was dated March 12, 1945, with particular reference to the allowance rules, which are shown in Paragraph 10 of that Directive Order. It is agreed that the sole question before the Board is the question of the clarification and interpretation of those allowance rules, as stated in the Directive Order."

The excerpt quoted above, from the official record of the hearing of July 2nd sets forth clearly that:

> "-----The Union petitions the Board for clarification of this Directive Order-----,"
>
> and "----It is agreed that the sole question before the Board is the question of the clarification and interpretation of those allowance rules, as stated in the Directive Order."

The Board, in its reconsideration of the Order of March 12th has gone far beyond clarification and interpretation. The instant Order establishes new principles, new wage payment practices and new rules, contrary to existing written labor agreements between the parties. The Board, in its issuance of this Order, has achieved little toward determining a dispute arising out of possible interpretation by the parties of the March 12th Order. The extent to which that Order has been changed is clearly indicative of the Board's yielding to Union pressure. To the extent this Order will depreciate an established incentive wage plan appears to cause little concern.

Taken generally, this Order directs the payment, under varying circumstances, of a premium or incentive rate of pay for little or no (in the case of waiting time) effort on the part of employes.

Further, this Order is no less confusing, no less complex, than the March 12th Order. It is obviously more complex.

The foregoing sets forth briefly my general dissent. Beyond this and specifically, I dissent on Section A-1-(a)Section A-1-(b) and "H."

SECTION "A"-1-(a)

The Order of March 12, 1945, directed the payment of average peice work earnings, "when abnormalities like hard or oversized stock or machine or tool trouble handicap an operator."

The Union argued that the word "handicap" covered, due to the specified reasons, the discontinuance of the operation.

The meaning of "handicap" as found in a dictionary gives no support to the Union's contention, but much more than that, the word had been used and clearly spelled out in the allowance rules published by the Company on January 27, 1943. The following is an extract from these rules:

> "Interferences that Handicap an Employee's Earnings:
>
> When a peice work employee is directed to continue his operations in the face of apparent handicaps that require the employee's constant attention such as hard stock, oversized stock and equipment not functioning properly, and as a result his output is curtailed, he shall be paid an allowance figured at his average peice work earning rate."

It is therefore apparent that a "handicapped" operation was not intended to include one that was discontinued.

The Union contended that these allowance rules of January 27, 1943, were unilateral and therefore not binding - but even if that were true, it is entirely beside the point.

When the Union wrote the Company on March 21, 1945, agreeing not to appeal the Directive Order of this Regional Board of March 12, 1945, its officers must have known exactly how the Company would interpret the word"handicapped." Even if the Union did regard the Company's Allowance Rules of January 27, 1943, as unilateral, it is inconceivable that they did not read them over.

This Directive Order of October 10, 1945, to which I am now dissenting, in Section A-1-(a) directs the payment of average peice work earnings when the production of a piece worker is handicapped, impeded or interrupted. The Order further defines the terms "handicapped" "impeded" and "interrupted" to mean any instance, whether or not the employee continues his work or is idle and produces nothing. This establishes a principle of paying the highest premium rate possible in some cases for no work performed.

It is difficult to see how such an Order would not break down the entire incentive wage plan of the Company.

The effect of this Directive Order will be to accomplish for the Union a substantial and far reaching change in the Order of March 12, 1945. Under the circumstances, and in view of the previous agreement of the Union and the Company, I do not believe that characterizing this procedure as "crooked" is an immoderate statement.

In the Executive Session of September 7, 1945, at which time the Directive Order was approved by a majority of the Board, there was a full discussion of the meaning of the word "handicapped" as compared with "interrupted."

At that time one of the Public Members, who had been a Chairman of the tripartite division of the Regional Board in this case, denied any knowledge of the word "handicaps" having been included in the Company's Allowance Rules, which I have referred to above.

An examination of the Transcript of this meeting (pages 39 to 43 inclusive) discloses this astonishing and shocking situation. I say "shocking," because it was this Public Member who proposed to the Board the terms which were incorporated in the Directive Order of October 10, 1945.

It is my opinion that a knowledge of this case could go far to shatter in the minds of many industrialists any ideas of the impartiality of Public Members on Boards or as arbitrators where the interests of labor and industry are opposed.

The Order further nullifies the several contracts between the parties wherein is clearly stated the rates to be paid for waiting or stand-by time. This section of the contract reads:

> "----However, if the employee is waiting for, or chasing or trucking stock, or if there is a complete cessation of production for any other reason, he shall be paid his day-work rate for the time involved, provided, the foreman is immediately notified of the trouble."

The March 12th Order did not establish a principle of paying the highest premium rate possible for no work performed.

The March 12th Order did not disregard the existing contracts by directing the payment of average piece-work earnings for waiting or stand-by time. Therefore, the instant Order serves to expand, rather than interpret and clarify, the March 12th Order.

SECTION A-1-(b):

This portion of the Order reads:

> "When the Company takes an employee from his regular job, while work at his regular job is available to perform special services, etc.,-"

Then paragraph 11 of Section A-1-(b) states:

> "This section - (section being inclusive of above) shall not be limited to apply to the performance of special services only in the event that an employee's equipment is in working order."

There is no disagreement on providing average piece-work earnings to employees who are interrupted in the course of their regular work through no fault of their own and when that work is available. The Company states that it is adhering to this practice and the principle is effectively covered in its contract. However, the question presents itself, and a logical question, too. How can an employee be taken from his regular job while work at his regular job is available --- Par. (b) Section A-1 - and at the same time when his "---equipment is not in working order"? Par. b-11, Section A-1. To restate the question, how can his work be available if his equipment is not in working order? The Directive Order is conveniently silent on this.

SECTION "H"

This portion of the Order directs final and binding arbitration of:

> "All claims of misapplication of allowances under the terms of this Order----."

Beyond ravaging the March 12th Order, majority opinion now directs the parties to disregard existing contracts in the event disputes arise. Those contracts include proper provisions for the handling of grievances. Arbitration by compulsion is in direct conflict with the announced policy of the National War Labor Board, though much as been said and written by responsible members and representatives of that Board on the subject of voluntary arbitration. In directing arbitration in this case the Sixth Regional Board on its own motion and manifestly yielding to Union insistence imposes a condition that never was an issue in this entire case. Further, at no time in the presence of the Company's representatives has this been a topic of discussion.

The bi-partite procedure evident in the developments in this case subsequent to the March 12th Order reflects the truekind and character of thinking that has motivated this instant unconscionable Order.

In its determination of the subject issues, and in the conception of this Order, the Board has completely ignored the employer's contractual rights and the employer's right to be heard on the added issues of arbitration. This Order effectively amputates incentive from an established incentive wage payment plan.

I believe that the Company should either appeal this Order or ignore it. If appealed I hope that the National War Labor Board will make a complete review of the case.

In my experience as an Industry Member of the Sixth Regional War Labor Board I have never come across a case which in my opinion goes so far as this one to make a travesty of the adjudication of a labor dispute.

/S/ C. B. Magrath

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

INTERNATIONAL HARVESTER COMPANY (Chicago, Illinois)	:	
	:	October 12, 1945
and	:	
UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, CIO	:	Case No. 111-2193-D
	:	

DIRECTIVE ORDER
(Interpreting and Clarifying Paragraph 1 of the Directive Order issued September 6, 1944.)

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties, reaffirms its Directive Order dated September 6, 1944, with the following interpretation of paragraph 1 of said Order:

1. The Company shall increase the individual rate paid to the one premium rated employee, classified in the job classification of Lay-out Man (L-81-16), in accordance with the Union's request in their letter to the Board of July 9, 1945.

2. Apprentices who are being trained for occupations in the tool and die, maintenance, and experimental departments, shall be granted the 10¢ per hour wage increase provided for in the Directive Order of September 6, 1944, for skilled classifications.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 7 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing on the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943 the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director for Mobilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to increase to one employee classified as lay-out man.)	FOR LABOR
/s/ W. C. Brown	/s/ A. J. Egan	/s/ Samuel C. Pyatt
/s/ Samuel Edes	/s/ Wm. Field	/s/ Peter J. Hoban

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

INTERNATIONAL HARVESTER COMPANY McCormick Works, Chicago, Illinois McCormick Twine Mills, Chicago, Illinois Tractor Works, Chicago, Illinois West Pullman Works, Chicago, Illinois Bettendorf Works, Bettendorf, Iowa East Moline Works, East Moline, Illinois Richmond Works, Richmond, Indiana Rock Falls Works, Rock Falls, Illinois	:	Case No. 111-2193-D

and

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, CIO.

DIRECTIVE ORDER
(Interpreting, Clarifying and Supplementing Paragraph I, 10, of the Directive Order of March 12, 1945)

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby interprets, clarifies and supplements Paragraph I, 10, of the Directive Order dated March 12, 1945, decides the dispute between the parties and orders that Paragraph I, 10, of said Directive Order shall be interpreted, clarified and supplemented as follows:

A. The present provisions and practices with respect to allowances shall be amended to provide as follows:

1. Subject to the provisions of paragraph D below, the average earning rate shall be paid to piece-work employees in any case:

(a) In which the production of a piece-worker is handicapped, impeded or interrupted due to the following or like reasons:

(i) Hard or oversized stock;
(ii) Machine, equipment or tool trouble;
(iii) Tool care, as where an employee is required in the circumstances to repair or make special disposition of his tools;
(iv) Irregular equipment;
(v) The furnishing or improper blueprints or specifications or erroneous or improper instructions by foremen or other instructing personnel;
(vi) Congested conditions about the machine;
(vii) Excess cleanup of materials and shavings;
(viii) The running of a job on a machine other than the one on which the job was timed where it is impossible to obtain the same feeds or speed or the stock cannot be located at the machine as it was when the job was timed;
(ix) Failure of the Company to bring to an employee's station stock, which is available, in sufficient quantities to permit normal operations, resulting in employee waiting for or chasing such stock.

Provided, however, that if an employee is required to discontinue the operation of his machine in the circumstances detailed herein, the average earning rate shall not be paid for any time in excess of four (4) hours per day.

-2-

As used in this Order the terms "handicapped", "impeded", and "interrupted" shall be construed to apply to any handicap, impediment or interruption for the reasons specified whether or not the employee affected is required to continue to operate his machine or to discontinue such operation so long as the employer desires the employee to remain in the plant.

(b) When the Company takes an employee from his regular job, while work at his regular job is available, to perform special services such as, for example, to break in other employees, to perform special shop orders, to set-up other machines, to try out new equipment, to rework materials improperly worked by other employees, to serve on committees, and the like, the specific nature of which the parties shall agree upon.

(i) This section shall apply only to requests to perform assignments not embodied in the normal duties of the employee's job and shall not be construed to apply in cases where the Company requests an employee who has, for example, numerous parts routed through his work station to stop his current job and to change over to another part in his regular set of parts. The extent, however, to which such change-over involves waiting or other time off of an employee's production, such time shall be compensable at the average earning rate until production on the requested job is commenced.

(ii) This section shall apply whether or not an employee's equipment is in working order at the time he is requested to perform special services. Thus, if an employee's equipment is not in working order for any of the reasons specified under A, 1, (a) above, the employee shall be compensated at his average earning rate in conformance with paragraph A, 1, (a) above.

B. Paragraph A, 1, (a) and (b) above shall apply equally to employees operating a single machine and employees operating a complement or battery of machines provided that in the case of employees operating a complement or battery of machines the production by an employee on the machines on which no handicap, impediment or interruption is experienced remains at his normal level.

C. Allowances shall be paid for all time spent under the conditions for which allowances are provided, except for such time as is provided for in the time study.

D. The present provisions and practices with respect to allowances shall be further amended to provide as follows:

1. The occupational earning rate shall be paid to piece-work employees in any case when, due to a major or extraordinary breakdown, as distinguished from the kinds of interruptions itemized under paragraph A, 1, (a) above, such as may be due, for example, to a power failure, equipment breakdown, lack of stock in the plant and the like, a complete cessation of operations results and the employee is given a temporary assignment on any job other than his regular job, such as trucking stock, special services, short orders and the like; provided, however, that the occupational earning rate shall not be paid when such cessations of

E. When an employee is assigned to a new job on which no rate has been set, he shall, when the rate has been established, be paid retroactively the difference (if any) between the amount received during the no price period and the piece-work earnings calculated on the established piece-work price for all work performed during the no price period. In computing such payments, allowances shall be included and paid as otherwise provided for under the terms of this Directive Order.

1. During the no price period employees shall be paid:

(a) The occupational earning rate of the job if the employee is qualified and puts forth normal effort, or

(b) The occupational day work rate if the employee is unqualified and inexperienced but has service with the Company, or

(c) The plant minimum hourly rate if the employee is a new employee and unqualified.

F. The Union's requests for a guarantee of the occupational earning rate to employees while breaking in new machines and when for any reason employees fail to make out and until it is determined that the cause is a too low rate, are denied. In both situations employees shall be paid the same rates and in the same manner as in case of paragraph E, 1, above.

G. The Union's requests that the average earning rate be paid in case a piece-worker is sent home after regularly reporting for work and that the occupational earning rate be paid an employee who is requested to rework his own production are denied.

1. In case a piece-worker is sent home after regularly reporting for work, he shall be paid his occupational day work rate for such number of hours as may be called for under the terms of the contract.

2. In case a piece-worker is required to rework his own deficient production due to his own fault, he shall be paid his occupational day work rate. Where, however, the rework is not due to his own fault, the employee shall be paid his average earning rate.

H. All claims of misapplication of allowances under the terms of this Order in specific instances shall be treated as grievances and shall be handled through the grievance procedure of the parties' contract. In the event, however, that such grievances are not adjusted upon exhaustion of this procedure, they shall be submitted to final and binding arbitration upon the request of either party. In such cases the parties shall endeavor to select a mutually satisfactory arbitrator. In the event the parties cannot so agree within five) days from the date of the request for arbitration, an arbitrator shall, upon the request of either party, be appointed by the Regional War Labor Board or by such other federal agency or department as may be designated by the government to settle labor disputes, such as the United States Conciliation Service. The parties shall share equally the costs of such arbitration. In all cases under this provision the arbitrator shall be vested with full authority to award retroactive restitution upon findings of misapplication of allowances under this Order.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 7 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event

this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing on the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order, which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to paragraphs A, B, C, D, G-2, and H)	FOR LABOR (dissenting with respect to paragraphs G and G-1, E &
MAJORITY OPINION ATTACHED	DISSENTING OPINION ATTACHED	CONCURRING OPINION ATTACHED
/s/ Edgar L. Warren	/s/ R. E. Bowers	/s/ Alice Smith
/s/ Samuel Edes	/s/ C. B. Magrath	/s/ Peter J. Hoban

NATIONAL WAR LABOR BOARD

In the Matter of:

INTERNATIONAL HARVESTER COMPANY :
:
and : Case No. 111-2193-D
:
United Farm Equipment & Metal Workers :
of America, C.I.O. :

MAJORITY OPINION

Following extensive hearings and consideration of this case, the Regional Board on March 12, 1945 issued its Directive Order covering numerous disputed issues affecting eight plants of the Company. One of the major issues involved in the case concerned demands of the Union for alteration of allowance rules, i.e. allowances paid to piece workers as compensation for loss of normal incentive earnings due to interruptions and obstacles incident to regular manufacturing operations. Such difficulties normally do not extend over any considerable period of time and ordinarily involve matters beyond the control of the worker. The Company's pay system makes compensatory allowances for such difficulties.

Upon receipt of our order both parties (by exchange of letters dated March 20 and 21, 1945) agreed that many of its terms were not entirely acceptable but that in the interest of maintaining harmonious relations neither would file an appeal. The Company thereupon undertook to effectuate the order, thereby, among other things, instituting substantial wage increases in the tool and die, experimental and maintenance departments. When, however, the Company undertook to place in effect the provisions of the order (paragraph 10) dealing with allowances serious difficulty arose. The Union charged that the Company's interpretation of our order would effect and had at the McCormick Works of the Company in fact resulted in substantial wage reductions since, according to the Union, the Company construed our order to require less liberal allowances than had been in effect prior thereto. The Company denied these charges. A strike resulted in the latter part of June, closing down the McCormick Works for several days. In response to a request of the Board that the strike be terminated, the Union's officials secured a prompt resumption of operations. Immediately thereafter the Union filed a petition with the Board requesting that:

(1) the Board issue an immediate order staying the Company from effecting any interpretation of the order which would result in wage cutting;

(2) the Board interpret and clarify the intent of those portions of the order concerning allowances;

(3) the Board supplement its order to cover certain allowance situations acted upon by the Board but, apparently, inadvertently omitted from the order; and

(4) the Board appoint an arbitrator to determine by final and binding award the extent to which the Company's erroneous application of the order resulted in unauthorized wage reductions in specific cases and to provide in such cases for retroactive restitution.

A Division of the Board was appointed to hear the parties. Following such hearing the tentative recommendations of the Public Member of the Division were submitted to the parties and a further hearing held before the Full Board. Finally, after separate opinions of the Industry and Labor Members of the Division were issued, the parties were afforded an opportunity to file written briefs. The Company availed itself of this opportunity. Further documents received from the Union were returned as having been filed after the limit set.

Before proceeding to the main questions raised by the Union's petition, we deem it advisable to comment upon a procedural question raised in the tentative report of the Industry Member of the Board Division. The Industry Member, pointing to the exchange of letters between the parties of March 20 and 21, 1945, whereby the parties agreed not to appeal our order, believes that the Board cannot at this time undertake any alteration or extension of the order beyond its original meaning and intent.

With this there can be no disagreement. However, this does not preclude action on our part looking toward interpretation and clarification of our order, provided that in so doing we limit our actions to just that. The parties are entitled to know what we intended by our directive so that they may be properly guided by its meaning where difficulties of language and draftsmanship leave our intention obscure. With this much the Industry Member does not disagree. In addition, we believe that we are equally free to supplement our original order to the extent that such supplementation is intended only to supply or clarify what we originally intended. Finally, we believe that as an integral part of our power to interpret and clarify we have full jurisdiction to conform the actions of the parties to our order as interpreted and clarified and to provide a reasonable procedure for adjudicating specific claims of deviation. In sum, we have examined the Union's petition with a view not toward any redetermination of the allowance issues de novo, but with a view only toward restating our original order to conform to our original intent, to remove so far as possible any grounds for disagreement as to what we intended, and to provide for the settlement of any claims of non-conformance with our meaning. With this understanding of the scope of our post-directive inquiry, we turn to the examination of our order (Paragraph 10) and the conflicting views of the parties. Because, however, of the extreme views taken of our order and because, as we now see it, of the large room for such views permitted by the terms of our order as written, we deem it advisable now (in order to remove all doubt as to our meaning) to issue another order covering the items now covered by paragraph 10 interpreting, clarifying and supplementing paragraph 10 of the original order with adequate opportunity for the parties to appeal.

I. In General - Existing Allowance Rules and Practices

One matter we believe to be fully clear. It was not the intention of our order to alter or modify the existing allowance rules and practices in any fashion which would have as its effect a reduction in wages. On the contrary, our intention was to liberalize the allowance system in specific respects where, in our view, the equities warranted such liberalization. To the extent to which we acted to alter existing practices our action could not have been otherwise since the only questions posed before us arose out of demands by the Union for liberalized allowances; the Company resisted liberalization but made no demands for deliberalization of existing practices. Indeed, even had this not been so, there would have been serious question as to our authority under the Stabilization Act to revise allowance rules in any manner resulting in wage reductions.

Much of the difficulty in this case, however, arises out of the fact that the parties are at opposite poles in their views as to what the existing allowance rules and practices are in a large variety of important situations. First, this disagreement makes it difficult for us to relate our order in context to the full body of allowances and to determine in specific instances the extent to which our order was intended to alter the allowance system. Second, the disagreement frequently makes it difficult to understand whether the gravamen of the Union's complaint in specific instances is that the Company has violated the intention of a particular section of our order or that the Company has violated an allowance practice not specifically dealt with in our order but related to some specific section. These difficulties, we believe, will be illustrated more concretely as we examine into our order with particularity hereinafter.

The Company, in the main, takes the position that existing allowance practices are embodied in a formal set of written allowance rules. The Union contends that existing practices cannot be determined from examination of the written rules alone and that the real body of allowance rules can only be determined from examination of actual practices in the plants as established by grievance settlements, general understandings between the Company and the Union, agreements between foremen and union stewards, Company practices accepted by the Union, and the like. The contracts between the parties at various of the plants do not purport to cover the entire body

of allowances. 1/

We have had previous occasion to examine into existing allowance practices. At that time we had before us the question of interpreting the intent of the contract article at the East Moline plant dealing with allowances (Case No. 111-2789-D). We found in that case that actual allowances could not be determined alone from what was written in rule or contract but, in addition, must be gathered and established in totality from both what was the formal rule and what was the actual practice. We are convinced that what was true in the East Moline plant is equally true of all eight plants involved in this consolidated proceeding. After hearing the parties in this proceeding we believe that the width of difference between them as to the actual allowances payable in varying circumstances is due to the fact that the Company on the one hand chooses to rely upon the formalized version of the rules and that the Union seeks to rely upon what it believes to be the day to day practices followed in fact. In our consideration of the matter we rely upon both as well as the logic of the circumstances to which the allowance is intended to apply, believing that, in most instances, some mean between the two more nearly resembles the fact insofar as we are able to ascertain the fact in the difficult circumstances presented.

II. Circumstances Requiring Payment Of Average Earning Rate

(a) Where Employee Is Handicapped By Abnormalities Like Hard Or Oversized Stock Or Machine and Tool Trouble

Paragraph 10 A-1(a) of our order provides that the average earning rate 2/ shall be paid in "any case" when "abnormalities like hard or oversized stock or machine and tool trouble handicaps an operator".

The parties are not in major disagreement over the meaning of this provision of the order insofar as it specifies particular kinds of difficulties encountered entitling an employee to the average earning rate. To the extent that such disagreement exists, we believe our order requires clarification by inclusion of (a) tool care, as where an employee is required in the circumstances to repair or make special disposition of his tools; (b) equipment trouble; (c) irregular equipment; (d) difficulties arising out of the furnishing of improper blueprints or specifications and erroneous or improper instructions by foremen or other instructing personnel; (e) interruptions or difficulties in operation due to congested conditions about the machine; (f) excess

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1/ The only reference to allowances in the McCormick Works contract is as follows (Article XII, Section 20):

> "When a piece-worker, because of his ability and experience, is taken from his regular job to instruct a new operator or to try out a new machine, fixture, or other equipment, or to perform some similar service, he will be paid his average piece-work earnings for the time involved."

Similarly, the only contract reference at the East Moline plant is as follows (Article X, Section 4):

> "When an employee experiences hard stock, machine or tool trouble, or similar handicaps over which he has no control and because of such delays, his production is curtailed, he shall be paid his average piece-work earnings for the time involved, provided the foreman is immediately notified of the trouble. However, if the employee is waiting for, or chasing or trucking stock, or if there is a complete cessation of production for any reason, he shall be paid his day-work rate for the time involved, provided the foreman is immediately notified of the trouble."

2/ The average earning rate constitutes the average hourly earnings of a piece-work or incentive employee over a specified period including piece-work allowances but not including night shift bonuses, overtime or time spent on hourly rated occupations.

clean-up of material and shavings; and (e) occasions when a job is run on a machine other than the one on which it was timed and it is impossible to obtain the same feeds or speed or the stock cannot be located at the machine as it was when the job was timed. These difficulties are of the same general kind as those particularly specified in paragraph 10 A-1(a) of our order (which was intended to be illustrative of kind and not all inclusive) or constitute actual past practice as we found it to be in the East Moline case and which upon the evidence supplied us we believe conforms with actual past practice generally in all eight plants.

The chief grounds of disagreement in respect to the meaning of this provision of the order stems from the Company's adoption of the view that a pieceworker who encounters difficulties of the kind above specified is entitled to the average earning rate only if he "is directed to continue his operation in the face of (the specified) handicaps ***. If, as a result of those causes, an operation is stopped, this rule does not apply." (Revised Allowance Rules, No. 2, Published by Company.) The Company believes that these conditions are in conformity with the intent of our order. The Union, on the other hand, argues that the order did not so intend; that the term "handicaps" refers to any interruptions or difficulties whether or not, due to the specified reasons, an operator continues to operate his machine or has to discontinue such operation.

Our order does not on its face resolve these conflicting understandings. It was, we concede, poorly drawn and for this we must assume full blame. The term "handicap" may be interpreted either way. However, it was not our intention that the term be applied in the narrow and limited sense employed by the Company. We can see no reason why it is reasonable to say that an employee is entitled to average earnings, when, for example, tool trouble slows up his operation but unreasonable for him to receive average earnings when for the same reason is more aggravated form it impossible for him to continue for a temporary period. The Union, indeed, contends that in either case the past practice of the Company called for an average earning allowance and cites a list of grievance settlements in support of its position. The Company, on the other hand, denies that such was its past practice and points to its written allowance rules in support of its position. It is our opinion, upon the entire record, that no uniform rule or practice was followed but that whether or not an average earning allowance was permitted varied not only from plant to plant but from department to department depending upon the supervisor in charge.

Whatever the actual practice may have been, the question in this case (unlike the East Moline Case No. III-2789-D) was not whether we should continue the practice as we found it but whether we should amend it. With this in mind, the record and the equities in this case fully support our view that no sound distinction can be made between interferences that impede but do not stop production and interferences that result in a cessation of production, if by "cessation of production" is meant (as the Company construes it) any interruption of actual production for whatever duration. The Panel Report drew no such distinction. Indeed, the only references to "complete cessation of production" found in the Panel Report refer to major breakdowns ordinarily involving a shutdown of operations for a substantial period such as are due (as the Panel states) to "power trouble", "equipment breakdown" or "similar situations" (see pp. 30-32 Panel Report). The Company, itself, recognized that the Panel Report might well be construed as not following the distinction the Company urged and, therefore, in its Comments (pp.8-10) opposed such interpretation.

Nor could we find any valid reason for the distinction urged by the Company. In our opinion most of the enumerated difficulties and abnormalities encountered by an employee as specified in our order and interpretation will result in brief cessations of operation varying from five to ten minutes to a half a day. To hold that whenever a machine is down for so brief a period an employee is not entitled to receive his average earning allowance would, in our opinion, amount to a nullification of the average earning rate allowance concept. This is commonly recognized in the operation of most incentive systems we have seen which do not draw this distinction urged by the Company. The better practice, as intended in our order, is to distinguish between delays, difficulties, handicaps and stoppages of a reasonably short and intermittent character and those which may extent over a more considerable period. We had in mind that whenever for any of the reasons specified, and those of like kind, an operator could not continue to operate his machine for a reasonably temporary period he should be paid the average earning allowance for the entirety of such period.

what constitutes a reasonably temporary period is not specified in our order. In our opinion such definition is a matter of agreement for the parties. In all the circumstances of this case we would interpret such period as not exceeding four hours per day. When, therefore, any stoppage of work results from any of the causes specified in this provision of our order not in excess of four hours per day the employee affected is entitled to an average earning allowance. The Company, of course, is privileged in these circumstances to require the employee to continue at his regular job if that is feasible, or to transfer him to some other job in the plant or to lay the employee off for such period as may be necessary until normal operating conditions are restored. The Company cannot, of course, be required to provide work for its employees under normal incentive conditions at all times. When, however, through no fault of the employee normal conditions may not be provided and the employer desires the employee to remain in the plant to perform his regular job under abnormal conditions or to perform some other job at the Company's convenience, we see no reason why the Company should not be required to pay the average earning allowance for some reasonable period at least.

It is true, as the Company contends, that when the employee, because of the shutdown of his machine, is doing other work he is not what the Company terms a normal producer. That, however, is not due to any fault attributable to him so long as he stands ready, able and willing to perform at the job for which he was hired. On the other hand the Company is insured against unprofitable use of such employee in two-fold manner: (a) it has the option to lay him off and (b) in any event need not pay at the average earning rate allowance beyond what we deem a reasonable period, i.e. four hours. We find it difficult to differentiate the situation posed here in this regard from the normal situation where an employer desires in the interest of overall productive efficiency to assign a worker to a lower rated job for some temporary period. In such case sound industrial practice, uniformly followed by the Board, requires that the employee affected by such temporary assignment be secured the earnings of his regular job. (See, for example, Consolidated Vultee Case No. 46-257, NWLB decided May 3, 1945; Glenn L. Martin Case No. 111-7396-D, NWLB decided October 21, 1944.) This Regional Board has followed such practice whenever the problem was presented to it. We find it most difficult to disassociate the question presented here from the question when posed as a temporary assignment and transfer problem. The two, in our view, are identical. It would be unreasonable to assume that we intended any different result in this case. Yet that is exactly the result that would obtain if we accepted the Company's position. This we cannot believe to have been our intent and we so find.

It should be noted, at this point, however, that there may occur major and extraordinary difficulties, as distinguished from the normally encountered difficulties with which we are here concerned, which may cause complete cessation of production. We will deal with this type of situation later, in Section III of this opinion, which refers to paragraph D of our order.

(b) Where Employee Is Taken From Regular Job To Perform Special Services for Management

Section 10 A-1(b) of our order provides that the average earning rate allowance be paid "When management takes an operator from his regular job to perform special services such as, for example, to break in other operators". The Company has interpreted this provision to apply only to requests to perform assignments not embodied in the normal duties of the operator's job and not to apply in cases where the Company requests an employee who has, for example, numerous parts routed through his work station to stop his current job and to change over to another part in his regular set of parts. The Union objects to this interpretation. We agree with the interpretation of the Company. The issue in reality concerns the right of management to schedule its work according to its production needs. This right we did not intend to proscribe or limit. Nor do we see any valid reason for guaranteeing average earnings in respect to operations performed under normal conditions and part of an employee's normal job merely because management may require that it be performed out of regular order. It should be made clear, however, that to the extent that such changeover involves waiting or other time off of his production an average earning allowance should be made until production on the requested job is commenced. In order also to clarify what types of services we contemplated amongst the term "special services" we include in our order, as interpreted, the following: special shop orders on tool room or experimental work; trying out new equipment, dies, fixtures, etc.; serving on committees; setting up his own machine or that of another operator; and such other services of like kind the specific nature of which the parties much reach agreement upon.

The Union in respect to this general problem complains that the Company has interpreted our order to provide for the average earnings allowance only when, there being work available at the employee's regular job, his equipment is in working order. We do not so understand the Company's interpretation. If so, it is in conflict with what we have already stated respecting paragraph 10 A-1(a) of our order. If an employee's equipment is not in operating order for any of the causes specified in paragraph 10 A-1(a) as interpreted and clarified herein, he is entitled to average earning allowances for a reasonable period regardless of whether the Company chooses to employ him on some special service or on any other job in the plant or that he stand about waiting in the plant.

(c) Waiting For Or Chasing Necessary Stock Which Is Available But Not Supplied To Employees So As To Permit Normal Operation

Paragraph 10 A-1(c) provides for an average earning allowance when "an operator is waiting for or chasing necessary stock which is available but which, for some reason, the Company failed to bring to the operator's station in sufficient quantities to permit normal production".

We believe this provision of our order to be clear and unambiguous. The Company apparently has, however, subjected this provision to the same limitation as in the case of other handicaps specified in paragraph 10 A-1(a), respecting differences between handicaps that do and those that do not result in complete cessation of operations. We do not so construe our order. The same reasons prompting our rejections of this interpretation of paragraph 10 A-1(a) call for our rejection of the proposition in respect to time spent waiting for or chasing available stock.

(d) Reworking Materials Improperly Worked By Others While Regular Work Is Available

Paragraph 10 A-1(d) provides for payment of an average earnings allowance when "an operator, at the request of the Company, and while work at his regular job is available, reworks materials improperly worked by someone else". This provision is merely illustrative of a kind of "special service" provided for under paragraph 10 A-1(b) of our order and what we have already stated above in respect to that provision is equally applicable here.

(e) Impediments In Respect To Employees Operating a Battery Or Complement Of Machines

Paragraph 10 A-1(e) provides for payment of an average earnings allowance when "an operator on a fraction of several machines encounters abnormalities like hard or oversized stock, or machine trouble which handicaps an operator; provided that such operator's production on the machine not causing trouble remains at his usual level."

This provision of our order was intended merely to make it clear that the same allowance rules were to be applied in respect to employees operating a battery or complement of machines as are applicable in the case of employees operating a single machine. The problems arising in respect to the interpretation of this provision are in the main the same as those already discussed above in regard to employees operating a single machine. Our interpretation of the conditions under which the average earnings allowance is to be paid to operators of a battery or complement of machines is, therefore, the same as in the case of operators of single machines.

(f) The Time Covered By Allowance Rules

Paragraph 10 A-3 provides: "The allowances when proper shall be applied to all time for which the time study does not make allowances." The Company has taken the position that allowances will be made only when delays, interruptions and handicaps are in effect for a total of 15 minutes or more a day. Our order does not so provide. The position of the Company when considered by the Panel was rejected on the ground that it would be inequitable to "require an employee to carry the loss of the equivalent of 15 minutes of production without allowance". Accordingly, our order provided for the application of the allowance rules for "all time" except only for such time as the time study of the job has already taken into account. The parties should be guided by this rule.

XII. Circumstances Requiring Payment Of Occupational Earning Rate

The Panel recommended in this case that the occupational earning rate 3/ should be paid:

"(a) When an operator is 'trucking stock' because power trouble or equipment breakdown or similar situations cause a complete cessation of his own production;

"(b) When an operator, whose regular job is unavailable because of power trouble, no stock in the plant, etc., is reworking materials improperly worked by somebody else."

Our order is silent in this regard. However, when the case was considered by the Board we adopted the sense of the Panel's recommendations on these points. Our action, unfortunately, was inadvertently omitted from the order and should now be included. As we construed the Panel's recommendation, it was intended that a line of distinction be drawn between the normal kind of difficulty encountered in manufacturing processes such as detailed in paragraph 10 A-1 of our order, as interpreted, and major and extraordinary kinds of difficulty resulting in a complete cessation of production, such as power and equipment trouble, no stock in the plant, and the like, wholly outside the control of the Company. The Panel, in our opinion, intended to differentiate between minor and major, normal and abnormal kinds of operating impediments and did not intend to distinguish between minor kinds of difficulties on the basis of whether they resulted in continued operation under handicaps or cessation of operations on the particular machine involved. In the case of the major and extraordinary difficulties the Panel, accordingly, reasoned that the Company should not be required to pay more than the occupational earning rate since in the main such difficulties were completely beyond the Company's control. We adopted that reasoning and result. It is essential that it now be embodied in our order since it will clarify a major point of dispute and uncertainty. Accordingly, we shall supplement our order by providing that an occupational earning rate allowance be paid when, due to a major or extraordinary breakdown resulting in cessation of operations such as may be due to a power failure, equipment breakdown, lack of stock in the plant and the like, a complete cessation of operations results and the employee is given a temporary assignment on any job other than his regular job such as trucking stock, special services, short orders, etc. In accordance, however, with the Panel's recommendation that the occupational earning rate be not paid when such breakdown extends into a second day, our order will limit the application of this allowance to the first day or fraction of such day of temporary assignment.

IV. Assignments To New Jobs On Which No Rate Is Set

Paragraph 10 A-2 of our order provides: "When an operator is assigned to a new job on which no rate has been set, he shall, when the rate becomes established, be paid the job rate retroactively for all time spent on such job." The order does not make reference to the rate to be paid during the period before the rate is set. The Company has and desires to continue to pay in accordance with its past practice during this period. The Union desires the payment of the average earning rate. It was our intention that the Company's past practice in this respect be continued, viz. (a) the occupational earning rate of the job if the operator is qualified and puts forth normal effort on the job, (b) the plant minimum hourly rate if the employee is a new employee and unqualified, and (c) the occupational day work rate if the employee is unqualified and inexperienced but has service with the Company. We so construe our order.

Further ambiguity exists in respect to the retroactive computation section of this provision. The Union asserts that the sum to be paid retroactively is the difference between the amount received during the no price period and the average earnings built up after the price is set. The Company contends that the proper sum is the

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3/ The occupational earning rate is the expected earning rate of the piece work operation on which an employee is engaged.

difference between the amount received and the amount calculated by applying the piece work price set to the production during the no price period. In our opinion the (Company's) position squares with our intention and the order should be so construed. However, it can be expected that difficulties will be encountered by an operator on such a job, in the same manner or even to a greater extent, than an operator on a job which has been in production for some time. We, therefore, deem it reasonable and consistent with the interpretation herein provided that allowances should be included in computing retroactive payments for the no price period and we are so ordering.

V. Breaking In New Machines and "Too Low" Rates

Paragraphs 10 B-2 and 3 of our order denied the Union's request for a guarantee of the occupational earning rate while an employee is "breaking in a new machine" and when "for any reason he fails to make out and until it is determined that the cause is a too low rate" exactly as in the case of assignments to new jobs on which no rate is set. We can see no substantial difference in the types of situations.

VI. Rework Of Own Production and Operators Sent Home

Paragraphs 10 B-1 and 4 denied the Union's request that the average earning rate be paid "in case a piece worker is sent home after regularly reporting for work" and that the occupational earning rate be paid an operator "who is requested to rework his own production". To construe those provisions to mean (a) that in case a piece worker is sent home after regularly reporting for work, he shall be paid his occupational day work rate for such number hours as may be called for under the terms of the contract, and (b) that in cases where an operator is required to rework his own deficient production due to fault of his own, he shall be paid his occupational day work rate.

VII. The Correction Of Misapplication Of Allowance Rules As Herein Interpreted and Clarified

The Union asserts that the Company has in numerous instances misapplied the allowance rules and that a means for correction of such misapplications should be provided by the Board. Obviously, the Board cannot itself sit as a final arbiter of grievances disputes of this kind. It appears to us to be equally clear that if the Company has misapplied the rules as conceived by our order as interpreted, such misapplications should be corrected. In accordance with well defined Board policy we shall require that specific instances of misapplication be carried and corrected through the grievance procedure of the parties' contract. In the event, however, that such grievances are not adjusted upon exhaustion of this procedure, we shall require that the parties submit to the final and binding arbitration of such disputes with appropriate authority vested in the arbitrator for retroactive restitution.

s/ Samuel Edes

Concurred in by:

s/ Edgar L. Warren

SIXTH REGIONAL WAR LABOR BOARD

In the Matter Of:

International Harvester Company

and

Case No. 111-2193-D

United Farm Equipment and Metal Workers of America, CIO

CONCURRING OPINION OF THE LABOR MEMBERS

The Labor Members concur in the Public Members' Opinion on the subject case, although the issues before the Board have not been resolved to our full satisfaction. But as the history of the case indicates, quick action on the Board's part was imperative if wholesale wage cuts and resultant chaos within the entire International Harvester chain were to be averted. In the interest of expedient resolution of this dispute, the Labor Members concur, with certain reservations, in the Public Members' Opinion.

The present Directive interprets, clarifies and supplements paragraph I, 10, of the Board's Directive Order of March 12, 1945. The necessity for such interpretation was forcefully presented when in June, 1945, the Company attempted to apply a unilateral, restrictive and distorted interpretation of this paragraph as new allowance rules in its McCormick plant. The immediate effect of this move was a widespread wage cut, which led to an immediate walkout. On the Board's assumption of jurisdiction, the workers returned to their jobs, assured that the Board would resolve the issue as speedily as possible.

The basic problem revolves about the inadequacy of the Board's previous order which implied but failed to specify numerous downtime conditions under which piece-workers in the Harvester plants had in the past consistently received payment of average hourly earnings. After the Company had demonstrated its use of these omissions, it became clear that an interpretation of the full intent of the Board was imperative, and that the original order had to be supplemented by specific details.

The intent of the Board in its March, 1945 Order can be traced from the demands of the Union which first gave rise to the dispute. At that time, the issue concerned liberalization of Allowance Rules. It is unthinkable that the Board ever intended, in partially granting the Union's original demand, to create a situation which would afford the Company opportunity to apply severe wage cuts through the allowance rule system. The original intent of the Board to liberalize allowance rules is clear. It was not the intent of the Board to reduce allowance payments in effect at the time of its order. Such a reduction would have been contrary to fundamental Board policy, and totally unacceptable to the Union.

Allowance payments throughout all Harvester plants have grown up as a result of cumulative practices and grievance settlements. The Company's formalized rules are inapplicable since they are unilateral, and in fact and practice did not provide the basis of actual allowance payments in the plants. A finding of past practice had to be the primary basis for Board action in this matter. This was fully recognized by the Board in the East Moline case No. 111-2789-D. The East Moline plant is involved in the present case, and the reasoning of the Board in that case applies.

We concur in the Public Members' Opinion supporting the Board's action in paragraph 1-a) of the order, in which payment of average earnings is directed for a number of specified conditions. Reference to the overwhelming evidence of past practice in such instances, as submitted by the Union, will serve to supplement the Public Members' Comments on the equity of this portion of the Board's Order.

On the question of Special Services we cannot concur fully in the Public Members' Opinion. The Opinion refers to paragraph 1-b) of the Order, in which it is stated that Special Services shall be paid for at average earnings when performed at the request of the Company by an employee while work at his regular job is available.

The Order reflects the Board's intent to prevent restriction of the definition of Special Services. Here the worker is directed to perform work other than his regular job, he is deprived of the opportunity for full incentive earnings, and should not be penalized. The Board, therefore, specifically enumerates certain Special Service conditions, and upholds the Union's position resisting limitation of this term.

The same reasoning should apply to a Company request that an employee, who has numerous parts routed through his work station, change over to another part in his regular set of parts. It must be understood that job sequence under piece-work conditions has a sharp effect on earnings; that a worker's regular job is that on which he works and includes the whole run of the job in which he has become proficient enough to build up an average earned rate. Changeover deprives him of that rate. This is implicit in the fact that the problem arises as an allowance problem.

The right of management to schedule production has little bearing on the case as this problem does not concern regular scheduled assignments, but short term shifts. The worker should be protected against loss of pay under such conditions.

The Labor Members take exception to the Public Members' Opinion on another point, the computation of retroactive payment of a rate set on a no-price job, or a job on which the price is too low. In such cases it must be understood that an employee may be working for a considerable period of time under irregular conditions, before a price is set. As expressed by both the Company and the Union in this period there are many "bugs" in the job operation which impede normal production. During the period in which these "bugs" are being eliminated and operations are obstructed, the employee must not be penalized. This is consistent with the whole intent of the Board in this Order. When the price is set therefore, the average earning rate, which is the only proper job rate, must be applied retroactively. The only equitable method of calculation retroactivity in such instances would be to apply the difference between the rate paid during the no-price period and the average earning rate established after the price has been set to the no-price period.

The Board has apparently recognized that an employee, deprived of normal earnings during a period in which irregularities of production are being ironed out, is entitled to retroactive payment of normal earnings. Any price other than his average earning rate would penalize him unduly for circumstances beyond his control.

Signed,

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Alice Smith

In the Matter of:

INTERNATIONAL HARVESTER COMPANY

and

Case No. 111-2193-D

UNITED FARM EQUIPMENT AND METAL WORKERS OF AMERICA, CIO

DISSENTING OPINION OF INDUSTRY MEMBER

When the Sixth Regional War Labor Board was considering this case at its meeting of September 12, 1945, I felt it necessary to refer to certain of the proceedings as "crooked." (Transcript Page 43). On looking back over this case, I am of the opinion that my remark in this connection was not immoderate nor undeserved. I think the facts set out below give good grounds for that statement.

A Directive Order of the Sixth Regional War Labor Board was issued under date of March 12, 1945, which covered several issues that comprise the subject case.

Upon receipt of the March 12, 1945, Directive Order, the parties, by exchange of letters dated March 20th and March 21 1945, agreed that some of the terms of the Directive Order of March 12, 1945, were not acceptable to them, but that in the interest of maintaining harmonious relations, neither would file an appeal. Thereupon the Company took appropriate steps to effectuate the Directive Order, instituting among other things the directed wage increase.

Copies of the parties' confirming letters of acceptance of the March 12, 1945, Directive Order had been submitted in evidence in subsequent proceedings before this Sixth Regional Board and the intention and validity of these letters cannot be and have not been disputed.

It is, therefore, reasonable to believe that it was the expressed intention of the parties to accede to that Order, which would certainly require an understanding of it at that time.

As a result of a strike in the latter part of June at McCormick works (one of the eight Works of the Company involved in this case) the parties were again summoned before a division of the Board on July 2, 1945.

Mr. E. L. Warren presided and, in opening the hearing, stated in part as follows:

> "I think we might get started on the record at this time. I will repeat briefly that this case involves the International Harvester Company; the question has been raised by the Union with respect to the clarification of the Board's Directive Order in Case No. 111-2193-D. The Union petitions the Board for clarification of this Directive Order, which was dated March 12, 1945, with particular reference to the allowance rules, which are shown in Paragraph 1(b) of that Directive Order. It is agreed that the sole question before the Board is the question of the clarification and interpretation of those allowance rules, as stated in the Directive Order."

The excerpt quoted above, from the official record of the hearing of July 2nd sets forth clearly that:

> "-----The Union petitions the Board for clarification of this Directive Order----,"
>
> and "----It is agreed that the sole question before the Board is the question of the clarification and interpretation of those allowance rules, as stated in the Directive Order."

The Board, in its reconsideration of the Order of March 12th has gone far beyond clarification and interpretation. The instant Order establishes new principles, new wage payment practices and new rules, contrary to existing written labor agreements between the parties. The Board, in its issuance of this Order, has achieved little toward determining a dispute arising out of possible interpretation by the parties of the March 12th Order. The extent to which that Order has been changed is clearly indicative of the Board's yielding to Union pressure. To the extent this Order will depreciate an established incentive wage plan appears to cause little concern.

Taken generally, this Order directs the payment, under varying circumstances, of a premium or incentive rate of pay for little or no (in the case of waiting time) effort on the part of employes.

Further, this Order is no less confusing, no less complex, than the March 12th Order. It is obviously more complex.

The foregoing sets forth briefly my general dissent. Beyond this and specifically, I dissent on Section A-1-(a)Section A-1-(b) and "H."

SECTION "A"-1-(a)

The Order of March 12, 1945, directed the payment of average peice work earnings, "when abnormalities like hard or oversized stock or machine or tool trouble handicap an operator."

The Union argued that the word "handicap" covered, due to the specified reasons, the discontinuance of the operation.

The meaning of "handicap" as found in a dictionary gives no support to the Union's contention, but much more than that, the word had been used and clearly spelled out in the allowance rules published by the Company on January 27, 1943. The following is an extract from these rules:

"Interferences that Handicap an Employee's Earnings:

When a peice work employee is directed to continue his operations in the face of apparent handicaps that require the employee's constant attention such as hard stock, oversized stock and equipment not functioning properly, and as a result his output is curtailed, he shall be paid an allowance figured at his average peice work earning rate."

It is therefore apparent that a "handicapped" operation was not intended to include one that was discontinued.

The Union contended that these allowance rules of January 27, 1943, were unilateral and therefore not binding - but even if that were true, it is entirely beside the point.

When the Union wrote the Company on March 21, 1945, agreeing not to appeal the Directive Order of this Regional Board of March 12, 1945, its officers must have known exactly how the Company would interpret the word"handicapped." Even if the Union did regard the Company's Allowance Rules of January 27, 1943, as unilateral, it is inconceivable that they did not read them over.

This Directive Order of October 10, 1945, to which I am now dissenting, in Section A-1-(a) directs the payment of average peice work earnings when the production of a piece worker is handicapped, impeded or interrupted. The Order further defines the terms "handicapped" "impeded" and "interrupted" to mean any instance, whether or not the employee continues his work or is idle and produces nothing. This establishes a principle of paying the highest premium rate possible in some cases for no work performed.

It is difficult to see how such an Order would not break down the entire incentive wage plan of the Company.

The effect of this Directive Order will be to accomplish for the Union a substantial and far reaching change in the Order of March 12, 1945. Under the circumstances, and in view of the previous agreement of the Union and the Company, I do not believe that characterizing this procedure as "crooked" is an immoderate statement.

In the Executive Session of September 7, 1945, at which time the Directive Order was approved by a majority of the Board, there was a full discussion of the meaning of the word "handicapped" as compared with "interrupted."

At that time one of the Public Members, who had been a Chairman of the tripartite division of the Regional Board in this case, denied any knowledge of the word "handicaps" having been included in the Company's Allowance Rules, which I have referred to above.

An examination of the Transcript of this meeting (pages 39 to 43 inclusive) discloses this astonishing and shocking situation. I say "shocking" because it was this Public Member who proposed to the Board the terms which were incorporated in the Directive Order of October 10, 1945.

It is my opinion that a knowledge of this case could go far to shatter in the minds of many industrialists any ideas of the impartiality of Public Members on Boards or as arbitrators where the interests of labor and industry are opposed.

The Order further nullifies the several contracts between the parties wherein is clearly stated the rates to be paid for waiting or stand-by time. This section of the contract reads:

> "----However, if the employee is waiting for, or chasing or trucking stock, or if there is a complete cessation of production for any other reason, he shall be paid his day-work rate for the time involved, provided, the foreman is immediately notified of the trouble."

The March 12th Order did not establish a principle of paying the highest premium rate possible for no work performed.

The March 12th Order did not disregard the existing contracts by directing the payment of average piece-work earnings for waiting or stand-by time. Therefore, the instant Order serves to expand, rather than interpret and clarify, the March 12th Order.

SECTION A-1-(b):

This portion of the Order reads:

> "When the Company takes an employee from his regular job, while work at his regular job is available to perform special services, etc.,-"

Then paragraph 11 of Section A-1-(b) states:

> "This section - (section being inclusive of above) shall not be limited to apply to the performance of special services only in the event that an employee's equipment is in working order."

There is no disagreement on providing average piece-work earnings to employees who are interrupted in the course of their regular work through no fault of their own and when that work is available. The Company states that it is adhering to this practice and the principle is effectively covered in its contract. However, the question presents itself, and a logical question, too. How can an employee be taken from his regular job while work at his regular job is available --- Par. (b) Section A-1 - and at the same time when his "---equipment is not in working order"? Par. b-11, Section A-1. To restate the question, how can his work be available if his equipment is not in working order? The Directive Order is conveniently silent on this.

SECTION "H"

This portion of the Order directs final and binding arbitration of:

> "All claims of misapplication of allowances under the terms of this Order----."

Beyond ravaging the March 12th Order, majority opinion now directs the parties to disregard existing contracts in the event disputes arise. Those contracts include proper provisions for the handling of grievances. Arbitration by compulsion is in direct conflict with the announced policy of the National War Labor Board, though much as been said and written by responsible members and representatives of that Board on the subject of voluntary arbitration. In directing arbitration in this case the Sixth Regional Board on its own motion and manifestly yielding to Union insistence imposes a condition that never was an issue in this entire case. Further, at no time in the presence of the Company's representatives has this been a topic of discussion.

The bi-partite procedure evident in the developments in this case subsequent to the March 12th Order reflects the truekind and character of thinking that has motivated this instant unconscionable Order.

In its determination of the subject issues, and in the conception of this Order, the Board has completely ignored the employer's contractual rights and the employer's right to be heard on the added issues of arbitration. This Order effectively amputates incentive from an established incentive wage payment plan.

I believe that the Company should either appeal this Order or ignore it. If appealed I hope that the National War Labor Board will make a complete review of the case.

In my experience as an Industry Member of the Sixth Regional War Labor Board I have never come across a case which in my opinion goes so far as this one to make a travesty of the adjudication of a labor dispute.

/S/ C. B. Magrath

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
Region VI

In the Matter of:

INTERNATIONAL HARVESTER COMPANY
(Chicago, Illinois

and

UNITED FARM EQUIPMENT AND METAL WORKERS
OF AMERICA, C.I.O.

Case No. 111-2193-D

REPORT OF CASE INVESTIGATION

Background

In its Directive Order of July 24, 1944 the Board ordered the so-called "McCormick Award" extended to the McCormick Twine Mill, Tractor Work, and West Pullman Works of the Company. The award provides in general for a 10¢ per hour increase to skilled employees in the Tool and Die, Experimental, and Maintenance Divisions; a 5¢ increase to all other employees in these divisions, except truck drivers, elevator operators, and common labor. In the Directive Order there was set forth the specific job classifications with a designation as to whether they were to receive the 5¢ or the 10¢ increases.

Subsequently, after the Order was upheld by the National Board on review, the Order was modified (September 6, 1944) to correct certain inconsistencies in the list of job classifications, although no substantial change in the Order was made.

Thereafter, by agreement of the parties, and approval of the Board, certain additional classifications, clearly coming within the intent of the Order but not previously included, were added.

Present Request

In July, 1945, the Union requested the inclusion of three job classifications (M-66-13; Mechanic and Driver Experimental Test Truck or Tractor; L-81-16, Layout Man - one premium rated employee only involved; and apprentices) within the skilled category, subject to a 10¢ per hour increase. On October 12, 1945 the Board acted with respect to L-81-16 and apprentices, granting the Union's request, from which action no Company appeal was taken.

The Board did not act with respect to M-66-13 because they desired additional information. Although the Post Directive Committee recommended (Industry dissenting) that this classification receive a 10¢ increase on grounds that the written job description placed the job in the skilled category; nevertheless, because the Company disputed the validity of this description, the Board requested a case investigation.

Results of Case Investigation

The Presentation Officer met with the parties and also took a trip to the Company's experimental farm in Hinsdale, Illinois, in order to observe the job.

The Company was represented by:

Mr. Haydock, Industrial Relations Department
Mr. Steen, Supt. of Experimental Shops (Depts. No. 14 and 5)
Mr. Overholt, Field Engineer in Charge
Mr. Swanson, Rates & Methods Department

The Union was represented by:

Mr. I. L. Lind, President of the Local
Mr. Hartell, Steward
Mr. Dixton, Employee classified as M-66-13.

1. Data on number of employees and rates.

This job (M-66-13) is classified in Rate Group #13, similar to a labor grade. Tractor Work's day rate structure is as follows:

Group No.	Rate Range
1	.77 - .795
2	.77 - .815
3	.77 - .835
4	.775 - .855
5	.785 - .875
6	.795 - .895
7	.805 - .925
8	.825 - .955
9	.855 - .995
10	.885 - 1.035
11	.915 - 1.075
12	.945 - 1.115
13	.985 - 1.155
14	1.025 - 1.225
15	1.075 - 1.275
16	1.115 - 1.335
17	1.155 - 1.395
18	1.195 - 1.445
19	1.345 - 1.645

The above figures represent rates before application of the McCormick Award, which served to increase by 5¢ or 10¢ certain job classifications within a rate group, if such job classification was in the Tool and Die Shop, Experimental, or Maintenance Division. In order to provide the Board with an idea of the relationship of certain key jobs within the rate structure, it is noted that Tool and Die Makers are in rate group #15, but their rate is 10¢ higher than the rate stated above because of the McCormick Award. The same is true for Electricians and Machinists. The classification of "Hardener - Tool and Die leader is in Rate Group #17; Pattern Maker, #18. In Rate Group #13, are found such classifications as Electrician, Grinder, Lathe Hand, Muling Machine Hand, Millwright (all classifications in Experimental Department).

H-66-1[illegible] employees have a rate range of .985 - 1.155 (without 10¢ increase). Present employee's rates are as follows:

Check No.	Rate
#5003	$1.10
5001	1.155
5008	1.05
5007	1.05
5015	.985
5017	.985
5019	1.07
5021	.985

2. Job Duties.

a. As described by the Union.

Employees drive tractors, test tractors, make changes necessary for improvement. Employees determine on their own initiative what experimentation to carry on with the tractor. The Union could not, however, provide any more detailed information, stating that they had encountered difficulty in getting "first hand information".

b. As described by the Company.

(1) The written job description is as follows:

Tear down, inspect, repair and reassemble any unit on a truck chassis. Making layouts from drawings which is the transfer of dimensions from drawings on to the parts or units, such as may be necessary for making an installation of attachments on a chassis. This might require the laying out and drilling of holes in side rails, cross members, transmission cases, engine crank cases, etc. Assist in running experimental road tests and make minor road tests consisting of collection of fuel economy data, etc., on explicit instructions from department head. Be an A-1 driver capable of taking a chassis to any part of the country without a leader. Operate valve reseating and refacing equipment and read dial indicators and micrometers.

(2) The Company stated, however, that the written job is inaccurate because it was taken over bodily from the Fort Wayne Works. It would describe the job if the underlined portions (see above) were deleted. The question of changing the job description has not been brought to the attention of the Rates & Methods Department because there are so few employees involved that the Company felt that from a practical standpoint the problem was not very great. Further, the Rates and Methods Department has not yet made a complete review of the jobs in the Experimental Engineering Department although such review has been contemplated by the Company.

(3) As the Company describes the actual duties of the job, they relate only to the testing of tractors as no trucks are manufactured at the Tractor Works. The Company states that basically the job calls for tractor drivers with sufficient ability to make certain repairs or replacements, under supervision of an engineer or other highly trained employee. As examples of the types of work done, the Company mentions changing of manifold, removing clutch and installing new one; changing wheels and tires, or minor repairs.

The employees involved all work out of the Hinsdale experimental farm where new types of tractors are being tested for performance under varying conditions and for endurance. When the tractors are given to the M-66 employees for testing, they have reached the stage of endurance testing and the employee will run the tractor until something goes wrong. The driver goes out on the tractor alone and at the end of each day he fills in a "Daily Tractor Report" (copy attached). If a breakdown occurs, the driver may make such adjustment as seems required if it is an ordinary or minor breakdown. If the breakdown is more severe, he will consult with the supervisor who will direct him as to what to do or he may decide in consultation with the supervisor as to what to do. Certain types of breakdowns will be reported to the Engineering staff at the Works before anybody in the farm takes any action.

(4) In order to contrast the Report of the Driver with the Report of the Engineer the Company submitted a sample of an Engineers' report. (copy attached.)

(5) Most of the employees in M-66 have had experience driving tractors in the plant (off the assembly line, or from one part of the plant to another,) although recently the Company hired two ex-servicemen, one of whom had previous experience in a galvanizing plant and the other had been a clerk.

(6) In addition to M-66, there are the following types of tractor drivers employed in the Works:

R-11-12 (rate group 12; see above for rates): drives defective tractors off assembly line; tears down defectives parts, makes replacements, and drives to test further. Under supervision of Department Foreman (not experimental.)
D-62-9 (rate group 9) drives completed machines off assembly line.

c. As described by employee at Hinsdale.
When the trip was made to Hinsdale, only one employee was found in the shop. Another one was out in the field driving; another was on his way to Chicago with a defective part; another was testing at the farm of a contractor in Dundee, and was absent and one one was in the hospital. (two, unaccountedfor)

The employee, Mr. Dixton, was interviewed and asked to describe jobs he had done in the last two weeks. He stated he had done the following:

A notebook is kept on each tractor. Before he takes the tractor out, Mr. Dixton notes in the book what he is going to do and reports any suggestions to his supervisor and also notes them in the book. He reports anything which would make operation of the tractor easier; e.g. seat is too hard to ride.

If a breakdown occurs, Mr. Dixton makes the repaires if he thinks he can; otherwise he turns the job over to an engineer in the shop.

Recently Mr. Dixton states that he installed a new winch and scraper on an experimental industrial tractor. While he was driving Model 501 the Manifold broke. It was sent to Tractor Works for repair, where it was welded.. Also the Engineer decided that the exhaust pipe was tooheavy for the manifold, and Mr. Dixton then sawed off the pipe. He installed a muffler, also.

On the Model TD18B, a crawler tractor, Mr. Dixton pulled the seat and top plate. Brake bands were slipping. He removed the bands and inspected them, found them OK and replaced them. There was a whole crew of Field Men and Mechanics looking the job over to decide what to do. Somebody suggested that the bands were worn so he helped to take them apart and replace them. Then he helped put a "shim" in and everything was then OK. Mr. Dixton also pulled off a crank case guard and replaced it after it was welded.

On the Model 18 Pusher Tractor, Mr. Dixton tightened the master clutch, which involved taking off the case and moving the clutch over a few notches. He made this adjustment after he brought the tractor back to the shop, reporting to his supervisor that something was wrong. The supervisor directed him as to what to do.

3. Discussion

1. From her discussions with the parties and with one M-66 employee, the undersigned reached the following conclusions regarding description and evaluation of the job involved:

The experimentation on new types of tractors is done on the initiative of and direction of the engineering staff at the Works, which has designed and developed the tractor, and which has in mind just what they are looking for in the tests. The engineering staff at the farm also is aware of what the plans of the top engineering staff is and their decision as to how tests are run and what repairs are to be made depend on what the purpose of the test is. In other words, over-all planning and direction is exclusively vested in the engineering staff. Where a breakdown occurs which affects the over-all planning, then even supervision at Hinsdale does not take responsibility but calls in the Works staff. For example, recently some trouble occurred with brake bands on a highly experimental job, and all of the top engineering staff went out to Hinsdale to "swing wrenches" in an effort to acquaint themselves with the problem.

The job of M-66 involves straight tractor driving on endurance runs but also involves the observation of performance, not from an engineering viewpoint, but from the point of view mainly of ease of operation. The employee also must exercise judgment to tell whether a breakdown is of a regular, ordinary type, on which he can and should make repairs, or whether something out of the ordinary or beyond him is involved and is of sufficient importance to be brought to the attention of his supervisor. He must also have enough mechanical knowledge and skill to make ordinary repairs, of the type outlined above in considerable detail.

2. The Company bases its argument that no increase should be granted on the grounds that employees involved should not receive any increase under the McCormick Award because their job requires little or no skill, stating employees are simply truck drivers.

The Union on the other hand, maintains employees are entitled to 10¢, as skilled employees in the Experimental Department, under the terms of the McCormick Award.

3. Question before the Board: Should the employees involved be classified as skilled employees, entitled to a 10¢ increase under the McCormick Award?

Laura Epstein
Hearing Officer

Form D 7303. 2500--2-1-45.

DAILY TRACTOR REPORT (copy - front page)

MAIL TO:- Mr. H. S. Manwaring
International Harvester Company
2626 West 31st Boulevard
Chicago, Illinois

Date _____
Tractor Model _____
Serial No. _____
Branch _____
Location _____
User's name _____
Hours Operated _____

Hours Idle (Give Reason) _____
Temperature _____ Weather Condition _____
Soil Condition _____
Type of Work Being Done _____
Make, Type and Size of Implement Operated _____
Hours Operated (Each Gear) 1st ___ 2nd ___ 3rd ___ 4th ___ 5th ___ 6th ___ Lo-Rev. ___ Hi-Rev. ___
Kind of Fuel Used _____ Gals. Used _____
Engine Oil Used (Brand and S.A.E. No.) _____ Qts. Drained _____ Qts. Added _____
Hours Between oil Change _____ Hours Between oil Filter Element Change _____
Hours Between Air Cleaner Servicing _____
Water added to Radiator System Today (Qts.) _____ Total Used to Date _____
Repairs and Adjustments on Tractor (Use Reverse Side of Sheet if Necessary) _____

Repairs and Adjustments on Implement (Use Reverse Side of Sheet if Necessary) _____

Remarks (Use Reverse Side of Sheet if Necessary) _____

(Over) _____ Signature of Operator

COPY - BACK PAGE

COMPLAINTS (number each item)	SUGGESTED REMEDY

COPY

cc-DB Baker WO Beckman FP Steiner
CR Rogers CA Hubert FB Zazeski - 2
AF Mohr JW Curley

GAS POWER ENGINEERING DEPARTMENT
ENGINE AND CHASSIS TEST DIVISION

Mr. H. S. Manwaring

January 8, 1944
typed January 12, 1944
Docket 16.2835
TD-18 TracTracTor
Final Progress Report
Period 11-17 to 12-27

TD-18 TracTracTor Q-4274 with Bucyrus-Erie Cable Operated Bullgrader Mounted on Reinforced Engine Main Frame Channels

Object: To check general performance and endurance of new design features.

Equipment: Wide tread chassis with 22" track shoes, Bucyrus-Erie cable operated bullgrader, starting and lighting, crankcase guard and pull hook, radiator shutter, track frame shielding, hourmeter and odometer.

Current Experimental Test Material: 102 Brake horsepower engine at 1350 rpm, twin plunger injection pump, cupola iron cylinder heads and pistons, preloaded bevel gear hub bearings, transmission gear shifter lock, Timken bearing track rollers vented to track frame revervoirs, reinforced final drive carrier hubs, reinforced steering clutch hubs, cast iron pivot bearing, LH, and reinforced engine main frame channels.

Performance:

Total hours on cable operated bullgrader	431
Total hours this period	104
Total hours on tractor	2170
Oil consumption (qts/10 hrs)	1.92
Fuel consumption (gals/hr)	3.5
Air temperature range	24-68°
Gears used	1st, 2nd and Reverse (high)

Type of Work: Stripping clay overburden at Dolese and Shepard stone quarry (17 hours) and clearing wooded section on the Hinsdale farm (87 hours).

Service: (1) The left hand side front idler with diaphram oil seal carried on permanent docket 2G-10.2835 failed. A report will be submitted as soon as the idler on the right hand side is removed and inspected. The failed assembly was replaced with production parts.

(2) The army tractor equalizer spring 58950-D was removed for inspection and replaced with a production spring 41439-D. The spring, which was removed, was sent to Gas Power Engineering Inspection Department and a report of findings will be submitted by them.

(3) The engine clutch was tightened three notches. The tractor has been operated 77 hours since the last adjustment was made.

(4) A new gasket was installed between engine block and front plate to overcome on oil leak.

(5) The fuel injection pump was returned to laboratory #5 to check the power but was found satisfactory and is now back on the tractor again.

(6) All the valves in the engine head were reground to improve starting. The starting valves were slightly warped.

(7) The brake pull back spring on left hand side broke at the short hook; a new spring was installed.

(8) The winch cable was replaced. It was badly damaged from catching on the upper fastening cap screw on the radiator guard and also behind the corner of the radiator guard. This is due to the slack in the cable, which occurs when the blade is dropped to the ground quickly. Cable failure of this nature was

corrected by rounding off the cap screw heads and the incorporation of a rod on the corner of the guard to deflect the cable.

Cable was also badly damaged by the separating plate between the two sheaves in the sheave block assembly. This was corrected by incorporating a rod at the top and on both sides of the separating plate for a more effective guide for the cable.

(9) The king pin for the bulldozer blade was too short and occasionally worked out; correction was made by lengthening the pin two inches.

Remarks: Active operation of the tractor has been discontinued. The tractor is being disassembled and inspected and reports on all material covered by both active and permanent dockets will be submitted.

J. J. Schultis
for G. H. Angell

Copy sent to Miss Ruth Lemmon, Indianapolis

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

THE LATA MANUFACTURING COMPANY (Crown Point, Indiana)	:	
and	:	JAN 19 1945
UNITED STEELWORKERS OF AMERICA LOCAL No. 3136, CIO	:	Case No. 111-8397-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. (A) All employees, who, fifteen days after the date of the Directive Order, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who have become members after that date, shall as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately after the aforesaid date, furnish the Regional War Labor Board and the Company with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

The Company, for said employees, shall for the duration of the contract between the parties, deduct from their first pay of each month the Union dues for the preceding month and promptly remit same to the International Representative of the Union. The initiation fee of the Union shall be deducted by the Company and remitted to the International Representative of the Union in the same manner as dues collections.

(B) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the

Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the Regional War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(C) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the same manner provided by the contracts of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the Regional War Labor Board on due application. The decision of the arbitrator shall be final and binding upon the parties.

(D) Any party desiring to post or otherwise publish an explanation of the foregoing maintenance of membership provision shall post or otherwise publish the official explanatory statement approved by the National War Labor Board on November 26, 1943, a copy of which is attached to this Directive Order. This statement may be posted or otherwise published by either of the parties or by both jointly, but shall in any event be the only statement which may be posted or published unless the parties otherwise agree in writing. The procedure for administering the maintenance of membership clause shall be in conformity with the procedure approved by the National War Labor Board on November 26, 1943, unless the parties otherwise agree in writing. A copy of the procedure is attached to this Directive Order.

2. All employees in the bargaining unit having one or more years of service with the Company shall receive one week's vacation with pay. Vacation pay shall be computed on the basis of average straight-time hourly earnings for the six months immediately preceding the vacation period times the average number of straight-time hours worked during the six month period. Provided, however, that in no event shall the number of straight-time hours exceed forty-eight (48) or be less than forty (40). This vacation provision shall be effective as of June 1, 1944.

3. The grievance procedure as contained in Article IX of the parties' tentative agreement shall be incorporated in the contract with the following modifications:

Step 4. Any dispute not satisfactorily disposed of in the grievance procedure herein before outlined involving the interpretation or application of this contract, or the discharge of any employee for any other reason than just cause, shall be referred to arbitration if requested by either party as provided for in the next succeeding paragraph.

Step 5. In the event that either party desires to arbitrate such an issue, it shall within ten (10) days after the completion of Step Four of the grievance procedure or within ten (10) days after the dispute arises, request the other party in writing to submit the issue to a board of arbitrators. Each party shall appoint one (1) arbitrator. The two (2) arbitrators selected shall mutually appoint a third person to act as the neutral member of the board. Should the two (2) arbitrators fail to agree upon the neutral third member, such neutral member shall be appointed upon petition of either party by the Sixth Regional War Labor Board.

The parties shall appoint their representatives to the board of arbitration within ten (10) days after receipt of notice to arbitrate. The representatives of the parties on the board of arbitration shall select and appoint the third neutral member within ten (10) additional days. The decision of the majority of the arbitrators shall be binding upon both parties. The cost and expense of such arbitration shall be borne equally by both parties.

4. The contract between the parties shall be deemed effective as of June 1, 1944 and shall run until at least June 1, 1945.

5. The Company shall grant a general wage increase of five (5¢) cents per hour to all employees in the bargaining unit. Each employee shall receive a five (5¢) cent per hour increase and all hourly rates in the classifications involved shall be raised by five (5¢) cents per hour. In the case of workers on piece rates, the piece rates shall not be changed but the employees shall receive five (5¢) cents for each hour worked in addition to his regular piece-work earnings.

6. The Company shall institute a hiring rate of fifty (50¢) cents per hour progressing to sixty (60¢) cents after sixty days and sixty-five (65¢) cents after ninety days, from date of hire.

Increases which are necessitated to bring employees up to the minimum rate shall be offset against the five (5¢) cent general increase ordered in paragraph 5 above.

7. The principle of equal pay for equal work as set forth in General Order No. 16, a copy of which is attached, shall be adopted by the parties to resolve intra-plant wage differences. Disputes with respect to the application of the principle in individual cases shall be handled through the grievance procedure.

8. The foregoing wage provisions in paragraphs 5,6, and 7 above shall be retroactive to June 1, 1944.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions of employment together with the tentative agreements of the parties as ascertained by their own records and the files of the Regional War Labor Board shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. However, the date of the escape period fixed in paragraph 1(..) of this Directive Order granting maintenance of membership shall not be affected or stayed by the filing of a petition for review of that or any other provision of this Directive Order. Notwithstanding any other provisions of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328 as supplemented by the Directive of May 18, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to maintenance of membership, check-off, vacations, general wage increase, retroactivity, grievance procedure, termination date of contract, hiring rate)	FOR LABOR
/s/ Philip Marshall	/s/ J. B. Beardslee	/s/ George S. Nordstrom
/s/ Horace M. Gray	/s/ R. A. Bowers	/s/ Paul ... Givens

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	)	
	)	Case No. 111-8397-D
THE LETZ MANUFACTURING COMPANY, (Crown Point, Indiana)	)	October 30, 1944
and	)	
UNITED STEELWORKERS OF AMERICA LOCAL UNION NO. 3136, CIO	)	

REPORT AND RECOMMENDATION OF THE PANEL

Introduction

Parties

The Company

The Letz Manufacturing Company has operated a plant in Crown Point, Indiana since 1907, during which time it has been principally engaged in the manufacture of feed grinders and roughage mills for farm use, normally employing approximately 200 persons.

The Company presently employs approximately 180 employees, approximately 20% of which are devoted to repair parts and service to machines owned by farmers, which have been manufactured and sold during the last 35 years.

The Union

The United Steelworkers of America, Local Union No. 3136, CIO was certified as the exclusive bargaining agency for the employees of The Letz Manufacturing Company on February 2, 1944.

Background of the Dispute

A consent election was held on January 25, 1944, by the National Labor Relations Board, as a result of which the United Steelworkers of America, Local Union No. 3136, CIO was certified as the exclusive bargaining agency for all employees in the unit determined by the consent election agreement.

Beginning February 15, 1944, and continuing until March 29, 1944, the Union and the Company held several meetings in an effort to arrive at a collective bargaining agreement. As a result of these meetings, the Company and the Union tentatively agreed to certain clauses in the contract, but there were other issues upon which no agreement had been reached. On March 29, 1944, the parties submitted their dispute to the United States Conciliation Service.

The Company and the Union met with Commissioner Ralston on April 13, 1944, to resume contract negotiations. Several other meetings were held during which time the entire contract was tentatively agreed upon, with the exception of the questions of the issues outlined below. On May 6, 1944, Commissioner Ralston certified the Case to the National War Labor Board.

At the first meeting before the Panel, the Company took the position that the entire contract was at issue, and the Company withdrew from the consideration of the Panel or of the National War Labor Board any and all tentative proposals advanced by it prior to this hearing, and any and all agreements tentatively reached by it either with the Union or before Commissioner Ralston up to this time. The Panel heard the six issues in dispute, and postponed the matter of the balance of the contract until the completion of the hearing on the six issues. At the last hearing, after the issues in dispute had been disposed of, the question of the balance of the contract had been taken up with the parties, and the Company and the Union had agreed on all the remaining clauses, with certain modifications which had been agreed to by the parties.

The issues in dispute are: (1) Maintenance of Membership
(2) Check-Off
(3) Vacations
(4) Grievance Procedure
(5) Termination Clause
(6) Wages

(1) Maintenance of Membership

Union Position

The Union is requesting maintenance of membership on the basis that the Local Union leadership, as well as the rank-and-file membership, have matched the record of the International Union of the United Steelworkers of America in regard to the "No-Strike" pledge and all-out war effort.

The United Steelworkers of America is one of the most democratic, responsible and efficient unions in America. Elections are held periodically and by secret ballot. A strike, to be authorized, must have a secret two-thirds majority of the Local. The membership fee is $1.00 a month, and the initiation fee is $3.00. No assessments have yet been made against the members of this Union. Accounts are audited every three months by a certified public accountant, and reported to the membership. It is the expressed policy of the Union to cooperate with the management in the keeping of agreements, and in improving production.

The Union feels that it is entitled to maintenance of membership in order to maintain itself, because it is in accordance with National War Labor Board policy.

The Union has a contract with the Mapes Consolidated Corporation at Griffith, Indiana, which is 15 miles from Crown Point, and that contract has a Maintenance of Membership clause.

The Union states that out of 175 employees, there were only 15 votes against the Union during the election. The Union furthermore contends that the six issues in dispute were presented at a meeting of the Local Union, and a vote of the membership was held, approving of the Union's position on the six issues.

Company Position

The Company is strongly opposed to granting the Union Maintenance of Membership, first, because it is the onlyindustry in Crown Point, which is a more or less rural community. The Company's employees are recruited throughout the farm areas of Indiana, and, with rare exception, such employees are hired without any previous mechanical training or skill whatever, and are trained by the Company. The Company is forced by its geographical location to accept as employees persons of maturity, as an example of which as of April, 1944, the Company employed 192 workers, over 50% of which were between 45 and 75 years of age.

The owners of the Company have always been active in its operations, and as such have been very close to the employees of the Company. The Company feels that if the Union is granted Maintenance of Membership, some of the workers would be put in a difficult position if they did not join the Union because there are no other industries in the city.

Second, the Company is opposed to Maintenance of Membership because this is the first contract, and because it has never had any labor difficulties in its plant. Third, the Company feels that there has been no hostility between the Union and itself, and that this is a basis for the denial of Maintenance of Membership. Fourth, the Company is opposed to Maintenance of Membership on principle.

Discussion

It seems to the majority of the Panel that the criteria entitling the Union to Maintenance of Membership has been established by the Union. The Company position that Maintenance of Membership should only be granted where there is hostility between the Company and the Union is not valid.

The Union is entitled to the security contained in the standard Maintenance of Membership provision as granted by the National War Labor Board in so many instances.

The Industry Member dissents with the other two members of the Panel, and will submit a dissenting opinion.

Panel Recommendation

The Panel recommends that the standard Maintenance of Membership, with the 15-day escape clause, be incorporated as part of this contract.

(2) Check-Off

Union Contention

The Union desires a voluntary Check-Off, which may be cancelled upon 45 days' written notice to the Company and the Union. The Union feels very strongly that a number of man-hours can be saved by checking off the Union dues so that the Union Stewards would not be engaged in the collection of dues on the Company's property and time.

Company Contention

The Company is opposed to the Check-Off on principle. The Company does not want to act as a collection agency for the Union in the collection of dues. The Company believes that when an employee receives a pay envelope at the end of his week's work, he is entitled to a full pay envelope, and that the Company does not want to enter into any agreement with the Union to deduct hard earned money from its employees.

Discussion

As in Issue No. 1, there is a clash of principles in this issue between the Company and the Union. The Company believes in the old system where a man spends the money he earns as he wants to. It does not believe in Maintenance of Membership, and it does not want to help the Union by aiding in the collection of dues. The Union feels that it is rendering the Company a distinct service by organizing its employees, by keeping them on the job and by helping production, and it feels that having the Check-Off, many hours will be saved. Very often workers neglect to pay their dues not because of unwillingness, but because it seems easier at times to spend the money on other more tangible uses. Failure to pay the dues involves considerable time on the part of the stewards in collecting same, and also on the part of the Company in checking into the matter of payment of dues, and even so far as to have to discharge employees for failing to live up to the constitution and by-laws.

Inasmuch as it is the pattern of the War Labor Board in contracts involving the United Steelworkers of America to grant the Check-Off wherever they have Maintenance of Membership, it seems to the majority of the Panel that the same policy should be followed in this instance.

The Industry Member dissents on this issue, and his dissenting opinion will be attached to this report.

Recommendation

The majority of the Panel recommends that the standard voluntary Check-Off be incorporated in this contract.

(3) Vacations

Union Contention

The Union requests one week's vacation, a minimum of 40 hours, or a maximum of 48 hours, depending upon the number of hours worked per week at the plant for all employees on the payroll as of February 15, 1944. All employees hired after February 15, 1944, must be in the employ of the Company for one year before being entitled to vacations. (a) A one week's vacation shall consist of seven (7) consecutive days. (b) Each employee's vacation pay shall be equal to his average hourly earnings, but excluding overtime premium, for the first full thirteen (13) weeks of the year multiplied by the number of hours in the vacation week as set forth in paragraph (c) below.

"(c) The number of hours in the vacation week shall be determined by computing the average hours per week for all employees for each of the first thirteen (13) full weeks of the year, and dividing by thirteen, to arrive at the average work week for

all employees. The next highest full number of hours shall be the number of hours in the vacation week; provided, however, that the number of such hours shall not exceed a maximum of forty eight (48) hours, nor be less than a minimum of forty (40) hours."

The Union maintains that the Company did tentatively agree to grant one week's vacation with pay, but took the position that as long as the wage issue and other issues were in dispute, the Company might as well object to the vacation clause.

Company Contention

The Company is opposed to having any vacation clause in the contract because (1) their inability to come to an agreement on the other issues has caused them to change their mind with respect to vacations; (2) the Company is losing money, and has applied to the OPA for price relief, and therefore cannot afford to grant vacations; (3) because the War is expected to end shortly, and when that happens we are going into a business situation which is impossible of foresight. The Company might not be able to pay vacations, and does not want to commit itself. The Company also feels that vacations would add to the cost of the finished product.

Discussion

This Company has been in business for forty (40) years. It has never granted a vacation to any of its workers. During the last two or three years the Company has been granting a vacation to the office employees. The Panel was unanimous in its belief that a one week's vacation for all employees who have been with the Company for one year was a reasonable request.

Recommendation

The Panel recommends that one week's vacation be granted to all employees who have been in the employ of the Company for one year. Inasmuch as this contract will be dated as of June 1, 1944, and will expire on June 1, 1945, the employees will be entitled to one week's pay as the equivalent of their vacation for the period therein referred to.

(4) Grievance Procedure

Union Contention

The Union in its proposal to the management regarding the Grievance Procedure is asking for the standard procedure as outlined in hundreds of collective bargaining units through the industry covered by the United Steelworkers of America. The Union suggests that the following article be incorporated in the contract covering the Grievance Procedure:

"Article 9 - Grievance Procedure

"Section 1 - The procedure for settlement of alleged grievance shall be as follows:

Step One - Any employee who believes that he has a complaint or grievance shall discuss the complaint or grievance with his foreman in an effort to settle the same, with or without the Union representative being present, as he may elect. The Foreman shall reach and report a decision to the employee and Union representative, if any, within 3 days.

Step Two If settlement is not reached in Step One, the Grievance Committee shall within 4 days present the case to the President of the Plant. The President shall reach and report a decision within 5 days or by his designated representative.

Step Three Grievance not satisfactorily settled in Step Two may be appealed to a representative of the International Union certified to the Management in writing by the Union, and a representative of the Company, similarly certified by the Company.

Written notice of such appeal shall be served on the President of the Company prior to the expiration of ten (10) days following disposition to Step Two hereof. Such notice shall identify and state the subject matter of grievance. The President shall then arrange a date for the meeting.

Either party may request a further statement of facts to be made available not later than ten (10) days preceding the date set for the Step Three meeting, and either party may produce witnesses who, being familiar with the facts involved, may aid in a solution of the problem. In the interest of expeditious and unprejudiced handling of grievances, it is intended that attendance at Step Three meetings shall be limited to the representative of the Company, the representative of the Union, and the aggrieved employee, unless either or both representatives desire the presence of certain members of the Grievance Committee or of Management representatives who were present at the Step Two meeting. Witnesses desired by either party shall be available as needed.

Step Four — Any dispute not satisfactorily disposed of in the grievance procedure herein outlined involving the interpretation or construction of this contract or the lay-off or discharge of any employee may be referred to arbitration as provided in the next succeeding paragraph.

Step Five — In the event that either party desires to arbitrate such an issue, it shall within ten (10) days after completion of Step Three of the grievance procedure, or within ten (10) days after the dispute arises, request of the other party in writing submission of the issue to a board of arbitrators. Each party shall appoint one arbitrator. These arbitrators shall select a third person to act as the neutral member of the board. Should the two arbitrators fail to agree on the neutral member, said neutral member shall be appointed by the Judge of the Circuit Court of Lake County of Indiana. The parties shall appoint their representatives on the Board of Arbitrators within ten (10) days after receipt of notice to arbitrate. The representatives of the parties on the Board of Arbitration shall select and appoint the third and neutral member within ten (10) additional days. Should they fail to do so, the neutral member shall be appointed by the Judge of the Circuit Court of Lake County, Indiana. The decision of the majority of the arbitrators shall be binding upon both parties. The cost and expense of such arbitration shall be borne equally by the parties."

The Union maintains that they reached a tentative agreement on the Grievance Procedure as above outlined, but on the last day of negotiations the Company took the position that as long as it was submitting the issue of wages to the National War Labor Board, it would also make an issue of the Grievance Procedure, particularly with respect to Step 5, namely, submitting a grievance to arbitration.

Company Contention

The Company feels that it had a Grievance Procedure in the plant which worked for 40 years without any trouble, namely, all the employees knew that they could go to the foreman if they had a grievance, and if it was not settled satisfactorily, they went to Mr. Letz. The Company objects to a Grievance Procedure which would require an employee, whether he wanted to or not, to bring his grievance up through a Union representative.

The Company very strongly objects to the arbitration clause in the Grievance Procedure. The Company feels that the owners of this business are being requested to give up the management of the Company, to which they are legally entitled, and repose their powers in the hands of some third person, at this time unknown, to decide questions involving policies of the Company or other issues involving the welfare of the Company.

Discussion

The Union requests the standard form of Grievance Procedure such as is contained in many contracts between the United Steelworkers of America and its employers. The Company very strongly objects to the Arbitration Step, which is the last Step in the Grievance Procedure. Inasmuch as the Company seems to be afraid that matters involving perogatives of management will be subjected to arbitration, the

Panel feels that only questions coming within the scope of this contract are to be settled through this Grievance Procedure, or submitted to arbitration. Having thus limited the scope of disputes to be settled by arbitration to matters arising from this contract, we feel that the fears of the Company in this connection should be allayed.

The Panel was unanimously agreed that the arbitration step should be included as Step No. 5 in the Grievance Procedure.

Recommendation

The Panel recommend that the Grievance Procedure as contained in Article 9 of the Company and Union's tentative agreement should be incorporated in the contract. It is understood that the arbitration procedure be exercised in matters pertaining to, or interpretation of, this contract.

(5) Termination Clause

Union Contention

"Termination

"Due to the limitation of the Wage Stabilization Act, and other conditions brought about by emergency war restrictions, etc., also with the probable subsequent change in the stabilization of the national economy which would necessitate a change in the wage structure of the Company, the Union is requesting the following provisions be included in the termination article.

"(a) Either party may at any time, and from time to time, give ten (10) days' written notice to the other party, of the time for commencement of a conference of the parties for the purpose of negotiating only the wage article as set forth in this Agreement, without otherwise disturbing the provisions of said Agreement. This conference shall be at the office of the Company, Crown Point, Indiana, unless otherwise mutually agreed; and

"(b) In the event both parties cannot agree upon the issue of wages within thirty (30) days from the giving of said notice, then Section 5 of this Agreement and all of the provisions thereof shall remain in effect; and

"(c) It is further agreed by both parties that upon such disagreement the matter can be brought to the National War Labor Board or its successor, whose findings shall be final and binding upon both parties.

"This particular provision has been adopted in all of our contracts in the Steel Industry and many of the Fabricating Plants as well."

At the hearing the Union agreed to a six months' contract.

Company Contention

The Company contends that the contract should run for at least one year's duration, in order that they might enjoy at least one year of stable operation with respect to its relationship with the Union.

Discussion

The Union would like to benefit should there be any change in the Little Steel Formula, and would therefore prefer a short term contract. On the other hand, the Company has gone to considerable expense in trying to arrive at a satisfactory contract with the Union, and it should be entitled to one year of stable relationship.

Recommendation

The Panel unanimously recommends that the contract be for one year, beginning June 1, 1944, and running through May 31, 1945.

The other portions of the Termination Clause should be the same as in Article 14 of the Company and Union tentative agreement (attached).

(6) Wages

Union Contention

"Wages

"The Letz Manufacturing Company is engaged in the manufacture of all types of farm equipment, such as Roughage Mills, Hay Choppers, Shuck

Corn Grinders, etc. It is the Union's contention that it should be classified with all other heavy steel fabricating plants in the Chicago area.

"This particular plant, located in Crown Point, Indiana, consists of three major departments; namely, Foundry, Machine Shop and Assembly Room.

"The Union's requests on wages are as follow:

"(1) A general wage increase to all employees, on the straight time, hourly earnings up to a level 15 percent above the level that prevailed on January 1, 1941.

"(2) A minimum hiring-in rate of fifty (50) cents per hour for a period of sixty (60) days; and thereafter a minimum of sixty-five (65) cents per hour to be established for common labor, or the rate of the respective job which the employee performs.

"(3) The company to pay its employees not less than the minimum of the sound and tested rates for each respective classification.

"(4) Women employed to perform work on jobs heretofore performed by men shall receive the same rate of pay.

"(5) The Union is requesting that the wage issue be made retroactive to February 15, 1944, on which date formal contract negotiations commenced.

"The workers in this particular plant have never belonged to a bonafide labor union, and therefore could not enjoy the representation that they were entitled to have through the medium of collective bargaining.

"The employees were forced to accept whatever Management was willing to offer. The rate structure of this plant is very shabby, and wages are very low as compared to other plants in the area. Yet, the employees are subject to rules and regulations of the War Manpower Commission, making it almost impossible to seek work elsewhere."

The Union offered in evidence the fact that they have a contract with Mapes Consolidated Corporation of Griffith, Indiana, dated September 15, 1942, covering the following labor classifications and rates.

Job Classification	9/15/42
Working Foremen	90
Machine Tenders	80
Beatermen	75
Moulder Assemblymen:	78
Class "A"	70
Class "B"	65
Electrician	111
Millwrights:	
Class "A"	107
Class "B"	97
Class "C"	92
Packers	71
Counters	67
Checker	77
Labor - Common	65

In further substantiation of the Union position, the following letter, marked "Exhibit A" was submitted:

"February 21, 1944

"Mr. Alfred Rebollo, Representative
United Steelworkers of America, CIO
560 Broadway
Gary, Indiana

"Dear Sir:

"Enclosed please find the list of employees and their straight time day rate of increase since January 1, 1941.

"The large increases are due to bringing the day rate up to the piece work rate, and on the permission of the War Labor Board.

"The low rates are due to short length of service. Under our present set up with the War Labor Board, we are permitted to raise wages 2½¢ per hour every three months until the ceiling is reached in each respective branch of service.

"I do not think that we could run a shop on day rate only because the rate would have to be so low in order to make a profit that no one could afford to work for us.

"Yours very truly

"THE LETZ MANUFACTURING COMPANY

/s/ "John H. Letz, President"

The Union feels that this letter indicates that the Company was aware of the fact that the base rate existing in its plant was very low.

The Union also submitted "Exhibit B" which was a list of the employees and their wages and wage rates from 1941 and subsequent dates; also "Exhibit C" which is a rate structure made up by the Letz Manufacturing Company, showing the job classifications, the number of workers on each job, and the minimum and maximum hourly rates. This rate structure was furnished by the Letz Manufacturing Company to the Union during the negotiations.

Company Contention

The Company offered "Exhibit 1" to prove compliance with the Little Steel Formula, showing that the present wages were 14.8¢ in excess of those paid in 1941, whereas the 15% permissible increase would be 7.25¢ per hour.

Company Exhibit 1

Little Steel Formula Compliance

For Payroll Period Ending nearest to Jan. 1, 1942	Payroll Period used from Jan. 8 to Jan. 11	Total No. of Employees on payroll actually working	Total hours worked	Total Earnings at straight time	Average Straight time hourly earnings
	Jan. 5 to Jan. 11, 1941	179	8487.5	$4105.00	48.5¢

48.5 x .15 equals .0725 total allowable increase

General Increase granted since Jan. 1, 1941	Date of Increase	Amount of Increase per hr. for all affected	Total No. of employees granted increases	Total No. working in unit at time of increase	¢ of increase
	June, 1941	.025	148	170	2.20¢
		.05	15	170	.58¢
	June, 1942	.025	142	183	1.90¢
		.05	36	183	.98¢
	Feb. 1943	.025	16	135	.30¢
		.05	62	135	2.30¢
		.075	57	135	3.16¢
	Dec. 1943	.025	108	167	1.70¢
		.05	59	167	1.76¢
			Total Offset		$ 14.88
			Total Permissible increase		7.25
			Excess		7.63

The Company engaged the National Metal Trades Association to make up a job classification of all of its employees, which was installed unilaterally by the Company in June 1944. This is marked "Company Exhibit 2" and lists the various jobs by title, class and labor grade. "Company Exhibit 3", to tie in with "Exhibit 2" lists the labor grades, the rate ranges, and the guaranteed average rates as shown below.

Exhibit 3

The Letz Manufacturing Company

No. of Employees	Labor Grade	Rate Range	Guaranteed Average Rate
2	3	$1.20 - $1.35	$1.28
5	5	.875- 1.10	1.00
11	6	.725- 1.00	.875
8	7	.62 - .90	.72
23	8	.60 - .75	.625
54	9	.50 - .775*	.60
21	10	.50 - .65	.58

*The top of this range is established by one employee of twenty odd years of service who receives this top rate.

Whatever rate is paid an employee within any of these ranges is that employee's guaranteed rate, even though he does not make this rate when working on incentive.

The above Labor Grades and the Job Descriptions applicable thereto (as shown by Company Exhibit 11) were established in July, 1944, by the National Metal Trades Association."

The Company also offered "Exhibit 4" which is a description of Incentive Plan and Number of Employees on incentive and day work rate by departments.

Exhibit 4

"Our incentive plan, based on time study of any man that happens to be on the job, is piece-work at a basic figure of 64¢ on work in the factory, and 78¢ for molding and core making plus 10% additional as of April 12, 1943 (as requested and approved by the WLB on September 3, 1943), and has been applied as jobs were re-run and new jobs are being rated in proportion. All previous incentive rates were raised at time of general rate raise.

"Tool, maintenance and welder has 9 men employees with no incentive plan.

1 Welder @ 1.00		1 Machinist (Tool Room) @	.95
1 Tool Maker @ 1.20		2 " @	1.10
1 Pattern Maker @ 1.35		1 Electrical Maintenance @	.87½
1 Maintenance, general @ 87½		1 Shaper, hand @	.90

"16 Molders in the foundry have a day rate of 60 to 80¢ per hour, and are on piece-work. Their average piece-work rate, straight time, for the week of August 21 to 26 was 1.08 per hour, which includes three piece work molders with less than 6 months experience who made only 80¢, 82¢ and 92¢ respectively. 2 core makers piece rate, straight time, is 93¢ per hour. Common labor is day work, 10 at 6[illegible], 7 at 62.5¢ and 1 old man at 60¢ per hour.

"Paint room has only five employees, all are making some extra money at piece work. They have an average day rate of 60¢ per hour. Their day rate and piece work for the week of August 21 to 26 was 67½¢ per hour.

"Punch press room and sheet metal has 25 employees, 20 male and 5 female; 15 of of which have had about one year or less experience. The average rate of pay for the men is 59.5¢, for the women 49¢ per hour. Seven of the male employees with more than one year experience are on piece work, and have an average piece work rate of 79¢ per hour.

"Assembly room has 22 males and 6 female employees. About 14 have had less than one year experience. The average day rate for the male employees is 62½¢, and for the female 49¢. In this department we have a group incentive plan, 22 men per group,

with foreman included, in which a standard day of work is the complete assembling of seven No. 240 or 340 machines per day. The incentive payment in this plan is a 8½¢ per hour increase in pay for each employee and the foreman for each machine more than 7 built during any single working day of 9 hours.

"Machine shop has 25 male and 5 female employees. The average day rate for men is 60¢ per hour, and for women 49.5¢ per hour. Most of these employees in this department are trainees, and require attention from the foreman to be able to perform their work properly. Only a few of them are making the piece work rate.

"Shipping and crating room has 14 men, and their average rate is 50¢ per hour; no incentive plan.

Two watchmen are employed at 50¢ per hour.

One janitor who receives 55¢ per hour."

The Company also offered as "Exhibit 5" a comparison of average straight time hourly earnings from January, 1941, to August, 1944; also a comparison of "Take Home Pay" for the payroll period January 11, 1941 and the payroll period August 13 to August 19, 1944.

The Company further offered "Exhibit 2," a comparison of the rates paid within the various departments as of January 5, 1941, and the average hourly rate in the department with the rates paid as of July, 1944. The rate paid to each man is listed under the heading, and is followed by a dash, followed by the rate for another employee.

Exhibit 6

	No. of Employees	Rates as of January 5, 1941	Average Hourly Rate
Machine Shop	22	37.5-37.5-37.5-37.5-40-52.5-40-37.5-37.5-40-37.5-40-37.5-47.5	40.7
Tool & Maintenance Welder	9	1.00-70-65-85-75-85-62.5-90-1.00	81.
Assembly Room	30	42.5-40-45-42-42-40-45-37.5-37.5-42.5-55-55-55-47.5-40-37.5-40-40-40-42	43.5
Foundry Labor	10	42.5-42.5-42.5-42.5-42.5-42.5-40-40-42.5-42.5	42.5
Core Makers & Foundry Molders	16	40-42.5-40-42.5-45-47.5-40-42.5-55-40-37.5-37.5-37.5-37.5-42.5-42.5	42.5
Shipping, Crate & Paint Room, Yard & Wood Room	10	52.5-40-40-50-50-42.5-50-40-37.5-37.5	44.5
Punch Press & Sheet Iron	13	45-40-55-37.5-40-42.5-40-42.5-37.5-40-37.5-62.5-37.5-42.5-42.5-40-40-40	40
	105		

Exhibit 6 (continued)

Rates as of July 1944

	No. of Employees		Average Hourly Rate
Tool & Maintenance Welder	9	87.5-1.00-95-1.10-90-1.10-87.5-1.20-1.35	$1.06
Machine Shop (Men)	25	60-60-60-60-57.5-62.5-60-65-60-62.5-60-60-82.5-60-60-60-65-57.5-57.5-55-55-55-57.5-50-50	.60
Machine Shop (Female)	5	50-52.5-50-47.5-47.5	.495
Assembly Room (Men)	22	60-65-65-57.5-57.5-75-75-75-72.5-60-57.5-62.5-60-62.5-60-57.5-60-55-62.5-55-52.5-55	.62
Assembly Room (Female)	6	50-50-50-47.50-47.50-50	.49
Foundry Labor	14	80-65-65-65-65-65-65-65-65-65-65-67.5-60-65	.66
Foundry Molders Coremakers	18	72.5-70-80-80-70-72.5-72.5-80-80-62.5-62.5-62.5-62.5-62.5-62.5-62.5-62.5-62.5-62.5	.70
Shipping, Crate Paint Yard & Wood Room (Men)	14	70-57.5-62.5-75-57.5-60-62.5-57.5-62.5-55-55-55-50-50-52.5	.58-3/4
Punch Press & Sheet Iron Room (Men)	20	62.5-72.5-65-62.5-60-52.5-60-77.5-60-62.5-57.5-55-55-57.5-55-55-55-55-50-52.5	.595
Punch Press & Sheet Iron Room (Female)	5	50.50-52.5-47.5-45	.49
Watchmen	2	50-50	.50
Janitor	1	55	.55
	141		

The Company offered "Exhibit 7," which shows the incentive earnings, separate from earnings, and separate from and including overtime earnings in the Foundry. The purpose of this Exhibit was to show the difference that exists between the guaranteed day rate shown in Exhibit 6 and the actual earnings in the department under the Incentive Plan.

The Company also offered "Exhibit 8," showing the business in which the Letz Manufacturing Company is engaged, representing 4/10 of one percent of the entire farm machinery business in volume. The 4/10 of one percent was divided among 13 manufacturers, of which Letz is one.

It showed that it has a case pending before the OPA for price increase, and that even if this relief is granted, the Company will be $12,000.00 in the red as of May 1944. The Company feels that it cannot increase the price of its finished

product, as it will then be unable to meet competition and sell it to the farmers.

The Company emphasizes that it is the only industry in Crown Point, and that if it goes out of business, the employees, who are gathered from the rural country around Crown Point, will be out of work.

This Exhibit 8 also had a comparison of the wages paid by The Letz Manufacturing Company and other companies in a more or less similar business located in West Bend, Wisconsin, Hastings, Nebraska and Streator, Illinois.

The Company also emphasizes that a large percentage of its employees are of advanced age, and are self-supporting because of their employment. A company engaged in business in some rural community cannot and should not be asked to pay the same rates for various operators which would be asked of a company located in a center where they could get young and virile workers. This Company does not ask its men to pitch as a younger man is expected to pitch, and it does not expect to nor can it pay rates which might be paid in a large metropolitan area for many of the operations these people perform.

The Company states that if any retroactivity is added to any wage increase that might be granted, it means that this Company ceases to operate, because it will not be able to compete with its competitors, and because it is presently operating at a loss, any retroactivity order will be nothing more or less than a levy or distribution of the remaining assets of this Company, which has furnished a payroll in the town of Crown Point for something over half a century. The Company claims that it cannot tie nor can it stand to have its rural community rates tied to any balloon of highly concentrated war plants, and continue in business.

Discussion

First, with respect to the Union's demand for a common labor rate of 50¢ per hour, the Panel investigated the common labor rate in the Chicago area, which is Labor Area 15. The rates for common labor in the metal working industry, issued by the Sixth Regional War Labor Board on November 29, 1943, show the following average rates:

Industry	Entrance Rate*	30-day Rate*	Going Rate at end of 90 days
Ordnance	.60	.65	.75
Iron & Steel Products, exclusive of Basic Steel	.55	.60	.70
Foundries, Ferrous & Non-ferrous	.60	.68	.74
Steel-metal work	.60	.65	.70
Non-electrical machinery	.55	.60	.70
Electrical Machinery	.50	.55	.65
Aircraft Parts	.60	.60	.75

*The entrance rate represents the minimum hiring rate; the going rate represents the minimum hourly rate at the end of ninety days. If a company requests a rate range, they shall be given a minimum rate not in excess of the entrance rate and a maximum not in excess of the intermediate rate, and a maximum not in excess of the going rate. If a company requests a single flat rate in excess of the intermediate rate, the Wage Stabilization Division is to submit the case to the Board for decision. The Board may approve a single rate up to the ninety-day rate, depending on the special circumstances of the case."

The Wage StabilizationDivision of the Board advised the Panel that a new labor area is being established to include the city of Crown Point, as well as Gary and Hammond, Indiana. The stabilized rates for this new area have not yet been fixed, but we are advised that the rates would be at least 3¢ an hour higher than the Chicago rate.

The Panel also examined the Metal Working Common Labor rates for Indiana cities, issued by the Sixth Regional War Labor Board on August 13, 1943, which show 14 Indiana localities, as listed below:

Locality	Entrance Rate*	Intermediate Rate* at end of 1 month	Final and Going Rate* at end of 3 months
Anderson	$.60	.65	.70
Elkhart	.60	.65	.70
Evansville	.55	.60	.65
Fort Wayne	.65	.70	.75
Indianapolis	.60	.65	.70
Kokomo	.60	.65	.70
Lafayette	.55	.60	.65
Logansport	.50	.55	.60
Marion	.55	.60	.65
Michigan City	.55	.60	.65
Muncie	.60	.65	.70
Richmond	.55	.60	.65
South Bend	.65	.70	.75
Terre Haute	.55	.60	.65

*Rate per hour

The Panel feels, therefore, that an entrance rate of 50¢ per hour for common labor is quite fair.

Taking into consideration the financial condition of the Company, and the fact that this is the first contract, it is suggested that the rate after 60 days be 60¢ per hour, and after 90 days 65¢ per hour.

With respect to the job classifications as furnished by the Company, and the rates shown in "Exhibit 6" and "Exhibit 4," the Panel wishes to make the following comment. The job classification and labor grading furnished by the National Metal Trades Association was a unilateral qualification. The Union was not consulted with respect to the labor grading of the men, nor of the jobs, and offers objections to many of the classifications. But even accepting the Company's job classification set-up as outlined in Exhibit 2, a comparison with the stabilized rates in the Chicago area for similar job classifications, compared with the average rates shown in Exhibit 3, for the various labor grades, indicated that the Company's average rates at the present time were considerably below the stabilized rates in the Chicago area.

Exhibit 6, showing the average hourly earnings as of July 1944, shown Machine Shop 60¢ for men, and 49½¢ for women; Assembly Room, for men 62¢ and for women 49¢ Foundry Labor 66¢, and Molders and Coremakers 70¢; Punch Press and Sheet Iron room, men .595, and women .49.

It is almost self-evident that these rates are very definitely too low for the Area in which this plant is located.

The Panel carefully considered the Company's financial position, and inasmuch as this is the first contract, to endeavor to make the burden on the Company as small as possible. It, therefore, suggests an increase of 5¢ per hour across-the-board.

With respect to the Union's demand No. 4, "Women employed to perform work on jobs heretofore performed by men shall receive the same rate of pay," the Company objects to the phrasing in this demand, but stated it agrees to equal pay for equal work, regardless of sex.

The Panel feels that the principle of equal pay for equal work should be instituted in this plant. Thus, wherever female workers can be proved to have done the same work as men, they should be entitled to the same pay.

With respect to retroactivity, inasmuch as this contract will date from June 1, 1944, for one year, the majority of the Panel feels that the retroactive date should accrue from June 1, 1944.

Recommendation

The Panel recommends that the entrance rate for common labor be 50¢ per hour, or for a period of 60 days, 60¢ for the next 30 days, and 65¢ per hour after 90 days.

(2) It suggests an over-all increase of 5¢ per hour.

(3) The increase should be retroactive to the date of this contract, namely, June 1, 1944.

(4) The principle of equal pay for equal work should be exercised under this contract, wherever this fact is established.

Remaining Portion of the Contract

The Panel succeeded in having the Company and the Union agree on the balance of the contract, after having made certain changes in the Company and the Union's tentative agreement, attached to this report. Such changes as were made in the remaining portion of the contract were agreed to by the Company and the Union, with the exception of Article 8, Section 2.

The Company wishes to pay overtime after 40 hours, and not after 8 hours in any one day. The Company feels that it is a deterrent to absenteeism if a man must work the full 40 hours a week before he begins to get overtime.

The Panel feels that Section 2, Article 8, as contained in the tentative agreement, should be incorporated in this contract; namely:

> "All work performed in excess of eight (8) hours in any one shift, of forty (40) hours in any work-week, shall be paid for at the rate of time and one-half the regular rate of pay. All work performed by employees on the seventh consecutive day of work within the normal work-week shall be paid for at the rate of double the regular rate of pay."

Inasmuch as the Company and the Union have agreed to the wording of the various clauses which are in this agreement, the Board should include with its directives on the six issues heard by the Panel that the balance of the contract be as shown in the Company and Union's tentative agreement, with the corrections and changes agreed to by the parties at the last Panel hearing and which is part of this record.

Respectfully submitted,

/s/ Joel Starrels
Public Member

/s/ Harry B. Kulp,
Industry Member (Dissenting; see attached)

/s/ L. R. Richardson,
Labor Member

DISSENTING OPINION OF THE INDUSTRY MEMBER

Union Maintenance

I dissent to the recommendation of maintenance of membership. This is a first contract between the Union and this Company and there was no showing or even contention upon the part of the Union that that Company had not conducted itself fairly during the negotiations for a contract. The Company had made no attempt to disturb the existence of the Union, nor has it interferred with the organization of the Union.

The Company is located in a rural area and as stated in the final report, secures its employees principally from the surrounding farm area.

My feeling is that there is no need for Union maintenance in this case and that it should not be imposed upon this Company as part of a first contract.

I do not subscribe to the granting of Union maintenance to a Union purely as a matter of policy and regardless of the surrounding circumstances of the case.

Check-Off

I dissent from the panel recommendation of check-off because here too the Union has shown no need for this award. The Company employs approximately 190 workers and from the testimony it would appear that there would be no particular difficulty in the Union collecting its own dues. While some negligible amount of time might be lost by the collection of dues on the premises it did not appear that the Company had ever raised any objection to the amount of time lost in this manner.

Arbitration

I have no objection to the ordering of arbitration as a final step in a grievance procedure providing it be limited to questions involving the interpretation or application of the contract.

However, I do not agree and dissent to the panel's recommendation that Step Four of the grievance procedure provide that "any dispute not satisfactorily disposed of" involving the interpretation or construction of this contract or the lay-off or discharge of any employee may be referred to arbitration. In my opinion the arbitration should be strictly limited in accordance with what I understand to be the Board's present policy, that is, to interpretation and application of the agreement.

Wages

I do not dissent to the establishment of a common labor rate of 50¢ per hour or the progression schedule, nor to the over-all increase of 5¢ per hour, nor to the principle of equal pay for equal work.

I believe, however, that the over-all increase of 5¢ should not be applied to those employees who, by reason of the progression schedule, will receive in excess of 5¢ per hour. Neither do I subscribe to the panel recommendation of retroactivity to June 1, 1944. My dissent upon this point is based first upon the financial condition of the Company and secondly upon the inability of the Company to protect itself against this increase in its costs during the period in which this recommendation will be pending before the Board for directive order and approval.

In my opinion no retroactivity should be ordered in this case beyond the date of this panel report and the Board should, if necessary, issue an interim directive order on the question of wages so that the Company will be advised as quickly as possible of the necessary increase in its costs and thus be able to protect itself.

I am aware that this is not usual Board policy but am also convinced that this is not a run-of-the-mill case and that some special action should accordingly be taken.

Respectfully submitted,

/s/ Harry B. Kulp,
Industry Member

Copy sent to Miss Ruttle
Seymour, Indiana

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

McQUAY-NORRIS MANUFACTURING CO. INDIANAPOLIS DIVISION (Indianapolis, Indiana)	:	October 11, 1945
and	:	*****
UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 226, CIO.	:	Case No. 111-14573-D

The following Order is based upon national wage stabilization policies in effect prior to August 18, 1945. The Board has taken its action without prejudice to further negotiations with respect to paragraphs 1, 2, and 4 of the Directive Order in the event that, within ten (10)days of the date of this Order, either party believes that such negotiations are appropriate in the light of changed policies as reflected in Executive Order 9599 and National War Labor Board General Order 40, copies of which are attached. The Board has retained jurisdiction of the present dispute case to permit such negotiations if desired. If the Board is not notified within ten (10) days that a request has been made for negotiations with respect to paragraphs 1, 2, and 4, our file will be closed. If such negotiations have been instituted by either party but no agreement has been reached between the parties within thirty (30) days of the date of the Directive Order, the Board desires the parties to report to it, with full statements of their respective positions, so that the Board may take such action upon the case as may then appear to be appropriate.

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. The Company shall institute an average increase of twelve (12¢) cents per hour to all hourly paid employees except those employees in the Tool Room. The Union and the Company are hereby directed to negotiate new rates of pay so that the over-all average does not exceed twelve (12¢) cents per hour. The successful result of such negotiations shall be reported to the Board. In the event, however, that the parties are unable to successfully conclude negotiations within thirty (30) days of the date of this Directive Order, either party may petition the Board for final determination of the issue.

2. The Company shall institute a differential of ten (10¢) cents per hour for Instructors, Group Leaders, and Set-up Men above the highest rate paid to the employees supervised; provided, however, that in no instance shall the rate for Set-up Men be less than one dollar ($1.00) per hour.

3. The principle of equal pay for equal work as set forth in General Order No. 16, copy of which is attached, shall be adopted by the parties. Disputes with respect to the application of the principle in individual cases shall be handled through the regularly established grievance procedure of the contract.

4. The foregoing wage provisions of paragraphs 1 and 2 above shall be retroactive to October 1, 1944.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

IV. Nothing in this Order is intended to prevent the parties from agreeing on the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of War Mobilization. The parties will be promptly notified of such action.

FOR THE PUBLIC.	FOR INDUSTRY (dissenting with respect to average increase, rate for set-up men, and retroactivity)	FOR LABOR (dissenting with respect to equal pay clause)
/s/ Samuel Edes	/s/ W. H. Hartz	/s/ Samuel C. Evett
/s/ Dale Yoder	/s/ J. Dean Leffler	/s/ P. L. Siemiller

UNITED STATES OF AMERICA
Before the
NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of:	:	
McQUAY-NORRIS MANUFACTURING CO. INDIANAPOLIS DIVISION (Indianapolis, Indiana)	:	Case No. 111-14573-D
and	:	August 7, 1945
UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, Local No. 226, CIO	:	

REPORT AND RECOMMENDATIONS OF THE PANEL

Parties

The Company

The McQuay-Norris Manufacturing Company was organized in 1910 and has since that time engaged in the manufacture of automotive parts. The Company has five divisions in the United States and one in Toronto, Canada. Three of the divisions in the United States are located in St. Louis, one is in Connersville, Indiana, and one is in Indianapolis. The Indianapolis Division makes automotive engine bearings as well as aluminum and magnesium parts for the aircraft industry. The Company's peak employment amounted to 14,000. The Indianapolis Division, which is the only Division involved in this dispute, employs approximately 292 production workers who are in the bargaining unit.

The Union

The Union, Local No. 226, UAAAIW, CIO, put on a membership drive in the plant in 1937 and entered into contractual relations with the Company that same year. Different locals of the same Union signed contracts during that year at the Connersville and St. Louis Divisions. The expiration date of the Contract at the Indianapolis Division is October 1, 1944, and the Contract is automatically renewed year after year unless thirty days' notice is given. The wage question may be opened for "discussion and adjustment on April 1 and October 1 of each year. (Art. XIV, Sec. (3)).

Background of the Dispute

As the result of a dispute settled by order of the National War Labor Board and by negotiation the Contract dated December 31, 1943 was signed (The sections marked with an asterisk were ordered by the Board.) The wage question was reopened in the autumn of 1944 and negotiations were carried on. These led to another dispute before the National Board in conjunction with the locals at St. Louis and Connersville and Panel hearings were conducted in St. Louis in Case No. 111-12241-D . These hearings were held in December, 1944 and in January, 1945. The Company attempted in its Indianapolis Division to establish a job evaluation plan which met with rejection by the Union. Since no agreement could be reached on this plan or on wages and related matters, the United States Conciliation Service was called in by the Union on March 6, 1945. After this Service failed, the case was certified to the National War Labor Board on March 13, 1945. Panel hearings were there upon held in Indianapolis on May 7 and May 18, 1945.

The Issues

The Issues in dispute are:

I. Wage increase for maintenance workers up to stabilized rates.

II. Wage increase for the remainder of the hourly paid workers except those in the tool room, up to stabilized rates.

III. Equal pay for equal work for women.

IV. Rates for instructors, group leaders, and set-up men.

V. Retroactivity.

Note: At the first hearing the Union listed the following issues; Increases for tool and diemakers, rates for maintenance workers, increases for balance of hourly paid workers, equal pay for equal work, rates for instructors, group leaders and set-up men, guaranteed 100% incentive earnings, and retroactivity. When it was discovered that the issue of increases for tool and diemakers and that involving guaranteed incentive earnings were included in the case before the National Board, No. 111-12241, the Panel refused to take jurisdiction over these two issues.

I. Wage increase for maintenance workers up to stabilized rates.

A. Union Contentions

The Union requests a range of $1.03 to $1.17, the stabilized rate, for all maintenance workers. This category included Millwright, Electrician, Pipe-fitter, Carpenter, etc. In April 1945 the Detroit Board in Case No. 111-4465-D issued an order covering maintenance workers as such, and setting up rates for each skilled job. The Union separates this issue from that affecting all other hourly workers in order to emphasize the skilled nature of the maintenance jobs and the importance of attaching stabilized rates to them. It is Board policy to treat skilled jobs separately, as indicated in a Board Memorandum dated May 13, 1944.

B. Company Contentions

All classifications are included in the stabilized rates for the area as published by the Board without distinction between skilled and unskilled workers, declares the Company. According to the policy of the Board, it is not the skill of the individual worker, but the content of the job, which determines wage matters. However, the Company points out that the Metalworking rates issued 1-16-45 are now undergoing review and that pending a final decision by the National Board, they cannot be regarded as determinative.

C. Discussion

The Panel does not believe that it is appropriate to consider rates for maintenance jobs in this comparatively small plant apart from the rates of the other jobs. There is no reason to believe that these jobs have ever received separate treatment in collective bargaining. Further, the Union requests the same type of increase for the maintenance jobs as for the production jobs, an increase based upon the stabilized rates for the area. Consequently, this issue will be disposed of in connection with the one below which deals with the rates for all hourly-paid workers.

D. Recommdation

No recommendation is made in this section of the Report in view of the foregoing discussion.

II. Wage increase for the remainder of the hourly paid workers, except those in the tool room.

A. Union Contentions

The Union wants increases in rates up to the appropriate stabilized ranges or rates. While its interest is directed toward the general increase allowable on the basis of interplant inequities as determined by stabilized rates for the Indianapolis area, it is not strongly opposed to ranges, provided they are

set properly. The Union will be satisfied with the stabilized ranges as established by the Board. In its Exhibit I the Union shows comparable wage data, including its proposal, the Company's proposal, and the rates for three Indianapolis companies believed to be comparable. The effect of the Company's proposal would be to lower the plantwide hourly average rate to approximately the rate for common labor. The Company has offered for some jobs a rate higher than the stabilized rate, yet the Union rejects this offer, believing that rates consistently in line with the stabilized rates will be most reasonable and equitable. The Union believes that there are some intraplant inequities, the great majority of which will be wiped out by the application of the stabilized rates and the use of the formula contained in the Board's Form 88-C.

The Union rejects both the Company's proposed ranges and the job evaluation upon which they are based. The Union denies that it participated fully in the creation of the job evaluation plan. The Company's declaration that 150 meetings were held with the participation of the Union or members thereof is decidedly misleading. Actually any casual conference was called a meeting. The Union insists that job content should be bargained, since the determination of job content ultimately means wages. As a matter of fact, the Company's job evaluation plan, while purporting to conform with area rates, is full of confusion and misrepresentation, whose purpose is to justify low rates for the workers. Therefore this plan and the proposed ranges offered by the Company should be rejected by the Board, and in their place increases based on stabilized rates should be ordered.

B. Company Contentions

The Company began a job evaluation study in the fall of 1943. This study has been completed and rate ranges scientifically based thereon have been determined. These ranges are thought by the Company to represent a satisfactory solution of the wage problem, since they take into account going metalworking rates in Indianapolis surveyed by the Bureau of Labor Statistics, the stabilized rates set up by the Board, rates in the Company's Conners ille Division, and the inequities within the plant which a thorough analysis revealed. (See Company Brief, I, and "Job Evaluation, Job Description, Part III") This study was carefully worked out and was the result of frequent consultation with the Union, although it was not the subject of negotiation. The Company believes that its proposal on wages amounts to an equivalent average hourly increase of no more than 7½¢. This amount is justified by stabilized rates and the evidence of intraplant inequities revealed by the job evaluation plan. As an outcome of this dispute the Company wishes to receive formal approval of its job evaluation plan and of its rate range structure for the various labor grades developed by job analysis.

C. Discussion

A preliminary statement as to the Company's present wage structure is needed. Both hourly and incentive rates are in effect. Less than 25% of all workers are on a piece-rate basis. All piece workers have guaranteed day rates. (For an example of the method of computing piece rates, see Company Brief I, "Wages (Job Evaluation)" after "Present Wage Structure" section.) The hiring rate for males, inexperienced, is 57¢ and for females 52¢ per hour. Increases up to 10¢ an hour at the end of ninety days bring the workers up to the minimum guaranteed rate of the plant. Single rates are evidently in effect for most jobs, although a few have a so-called spread, actually a cluster of random rates. Upgrading has been practiced on an individual basis by agreement between the employee and management.

According to the Company "the expected production of an average employee working at incentive speed should be 25% above that employee working at non-incentive or day work efficiency." This indicates that the incentive earnings for a job would be 125% of the day rate equivalent on that job. Thus for the piece work jobs which are listed on the Panel's Wage Data Chart, instead of the hourly piece work earnings, the day rate equivalent is recorded. This is arrived at by securing the weighted average

or for
piece work earnings for each job/closely related jobs and using the formula; Hourly piece work earnings equals 125% x day rate equivalent. On the chart the figures representing the day rate equivalent thus arrived at are identified by an asterisk. These rates are considered comparable with stabilized rates. It should be added, however, that the Company states that its proposals will in no way affect piece work earnings and that neither party has injected piece work rates into the dispute.

Through a thorough study of the Company's detailed job descriptions, some 72 separate classifications identified by code numbers in the Company's Job Evaluation book were related to the B.L.S. descriptions and given standard titles for the purpose of comparison with stabilized rates. Considerable care was exercized to give full weight to the Company's descriptions and to its general statement reported on page 5 of its Pre-Hearing Comments that the general class of employee comes under the heading of Production Machine Operator performing "repetitive operations on single-purpose machines specially equipped to produce close tolerances at high rates of production." Certain jobs distinguished by separate code numbers are so closely connected by content, according to the Company's descriptions, and by present rates, that they have been brought together under one standard title in the Panel's chart for convenience in comparison with stabilized rates. In the Chart's column under Job Title the Panel has placed standard B.L.S. titles or Occupationsl Titles contained in the Company's Job Evaluation book, since the more elaborate titles listed by the Company are not practically useful in making a wage comparison.

The results of the comparison made by the Panel show that 117 workers not counting 47 trainees, receive an hourly rate which averages 11.78¢ per hour less than the stabilized rate. Since these workers represent a wide and general sampling of the Company's jobs, it can be assumed that the jobs for which no stabilized rates are available are equally low. Some support for this assumption comes by comparing jobs which have stabilized rates with jobs which have/no stabilized rates but which are in the same labor grade, according to the Company's new evaluation plan. Thus a general increase of 11½¢ per hour is clearly allowable. (It should be noted that this result did not depend upon the use of wage data from the Tool Room, since Tool Room rates are involved in the National Board case already referred to, and are not included here.)

The Panel is unwilling to determine specific rate ranges for the various job classifications, but believes that a definite basis for establishing these ranges should be provided by the Board's Order. A recommendation of a plantwide hourly increase of 11½¢ to be distributed by negotiation will not settle the wage question in this plant, unless a starting-point for such distribution is fixed. The Company has evidently gone into the matter of evaluating its jobs scientifically and in good faith, and has set up a plan which is orderly and apparently related to sound engineering principles. Further, this plan has been worked out with the help of frequent consultations with Union representatives, who were included in discussions and conferences. In the absence of anything better, this job evaluation plan should be made the basis of negotiations between the parties relative to the distribution of the recommended wage increase and the establishment of formal rate ranges. At the end of sixty days successful completion of the distribution should be reported to the Board and the parties should then file an application to the Board for approval of rate ranges upon which they may have agreed.

WAGE DATA CHART

Code No.	Job Title	No. in job	Present rate	Proposed Range (Company)	*Stab. Range (Union Prop.)	B.L.S. Ident.
B-3	Engine Lathe	1	.80	.67-.80	.86-1.00	B
B-0-12	Engine Lathe	2	.645	.67-.80	.72- .82	C
D-0-8, 19, 20, 28, 31,34	Drill Press	8	.62	.67-.80	.68 .78	C
D-0-5,D-0-22	" "	4	.62	.62-.72	.68-.	C
D-0-40	Drill Press	1	.62	.72- .87	.68- .88	C

D-44	Drill Press	1	.82	.72-.87	.68-.78	C
F-1	Heat Treat	1	.67	.87-1.03	.86-1.00	B
G-1	Pol. and Buff.	5	.62	.67-.80	.72-.82	C
G-3	Inspector	2	.861	.87-1.03	.86-1.00	B
G-4	Grinder, Rough	2	*.869	.87-1.03	.82-.94	B
G-7,15	Grinder,Rough	2	.77	.80-.94	.82-.94	B
G-8	Grinder,Rough	3	.768	.72-.87	.72-.82	C
G-13	" "	1	.80	.72-.87	.72-.82	C
H-2	" "	2	.62	.62-.72	.72-.82	C
H-1,5,6	Common Labor	5	.62	.62-72	.70	
H-4,13	Common Labor	5	.62	.67-.80	.70	
H-16	Grinder,Rough	2	.62	.67-.80	.72-.82	C
H-18	Grinder,Rough	5	.62	.67-.80	.72-.82-	C
H-8	Drill Press	1	.62	.62-.72	.68-.78	C
H-22,23,25	Grinder,Rough	4	.62	.67-.80	.72-.82	C
I-0-3,I-9,16,17,20,21,26	Inspector	11	.62	.67-.80	.72-.82	C
I-8	Inspector	1	.62	.72-.87	.72-.82	C
I-11	Inspector	1	.62	.87-1.03	.86-1.00	B
I-23	"	1	.62	.67-.80	.86-1.00	B
I-7	"	2	.706	.87-1.03	.86-1.00	B
L-1	Engine Lathe	1	*.86	.80-.94	.86-1.00	B
L-3	Mach.Tools,Mis	1	*.86	.87-1.03	.95-1.09	B
L-4	Engine Lathe	2	*.86	.87-1.03	.86-1.00	B
L-5	Engine Lathe	1	*.86	.87-1.03	.86-1.00	B
L-6	Engine Lathe	2	*.86	.80-.94	.86-1.00	B
L-7	Engine Lathe	1	*.86	.80-.94	.86-1.00	B
L-8	Engine Lathe	2	*.86	.80-.94	.86-1.00	B
L-18	Engine Lathe	1	.95	.80-.94	.86-1.00	B
L-19	Turret Lathe	1	.95	.80-.94	.86-1.00	B
L-27	Turret Lathe	1	.95	.87-1.03	.86-1.00	B
L-28	Turret Lathe	1	1.00	.87-1.03	.86-1.00	B
L-0-13	Engine Lathe	1	.67	.80-.94	.72-.82	C
M-0-1	Drill Press,S.S	1	.62	.62-.72	.68-.78	C
M-0-8	Mill.Machine	2	.62	.67-.80	.72-.82	C
M-6	Mill,Machine	1	*.824	.80-.94	.86-1.00	B
M-14	Mill, Machine	1	*.824	.80-.94	.86-1.00	B
M-17	Mill,Machine	1	.80	.72-.87	.86-1.00	B
M-18,22	Mill.Machine	2	.72	.72-.87	.86-1.00	B
M-25	Mill.Machine	1	.77	.72-.87	.86-1.00	B
M-29	Mill.Machine	1	.82	.72-.87	.86-1.00	B
M-0-26	Mill.Machine	1	.67	.67-.80	.72-.82	C
W-1	Welder, Mach.	1	.923	.87-1.03	.77-.87	B
X-3	Maint. Man	1	.84	.94-1.13	1.03-1.17	A
X-4	Maint. Man	2	.75	.87-1.03	.82-.94-	B
X-5	Janitor	2	.67	.67-.80	.70	
X-10	Welder, Hand	1	1.10	1.03-1.23	1.05-1.25	A
Y-4	Set-up Man	10	.925	.87-1.03	.95-1.09	B
Y-5	Set-up Man	1	.96	.94-1.13	1.05-1.25	A

**Indianapolis Metalworking rates, issued 1/16/45.
* Computed day rate equivalent rate for piece work jobs.

B. Recommendation

It is recommended that a plantwide hourly average wage increase of 11½¢ be put into effect. The parties shall negotiate the distribution of this increase and the establishment of rate ranges on the basis of the Company's job evaluation plan and shall report the successful completion of such negotiationsto the Board. In the event the distribution and establishment of rate ranges have not been completed at the expiration of sixty (60) days from the date of the Directive Order, either party may petition the Board for a final determination of the issue.

III. Equal pay for equal work for women

A. Union Contentions

The Union desires a rewording of Art. 11, Sec. (2) in the Contract to bring it into line with General Order No. 16. The Union argues that women on jobs with the same point rating as men are receiving 5¢ less per hour than men. According to Board policy, when the content of women's jobs is the same as that of men's, the rates shall be the same. Where the content differs, women's jobs should be studied to determine whether additional labor grades should be established. The Union agrees that the historically female jobs, existing as female jobs before the war, of filing, inspection, and packing, should receive the 5-cent differential.

B. Company Contentions

The Company agrees with the Union that equal pay for work of comparable quality and quantity should be given women and with the Union's identification of historically female jobs, but it is not willing to state positively that these are the only jobs which might come under this classification.

C. Discussion

Actually the disagreement on this issue appears to be a minor one and might be completely removed by a slight change in the wording of the appropriate clause in the Contract as indicated below.

D. Recommendation

It is recommended that Article 11, Sec. (2) be amended to read:

> "When women are assigned work formerly or ordinarily performed by men, the wage rates for these women shall be based on the principle of equal pay for work comparable in quality and quantity. Any dispute as to the question of quantity, quality or comparability shall be settled by the grievance procedure."

IV. Rates for instructors, group leaders, and set-up men.

A. Union Contentions

The jobs of Group leader and Set-up Man are special jobs and should receive a special rate of 10¢ per hour more than the maximum of the rate range for the highest paid employee in the group which is led or for which set-up work is done. Such a differential was recommended by the Panel handling the dispute covering the Connersville Division of the Company, Case No. 111-12331-D. For the set-up man the Union requests a ten-cent differential with a minimum of $1.00 per hour, to protect those set-up men who do set-up work for lower paid female machine operators.

B. Company Contentions

The Company rejects the Union's demand and proposes rate ranges for Group Leader and Set-up Man on the basis of its job evaluation plan as it does for all of the other classifications in its plant.

C. Discussion

The Panel finds that the Union's request is consistent with the Board's policy and with industry practice and will therefore recommend that it be approved in part. The fact that a similar request has been recommended in the Connersville case strengthens the Panel's position on this issue. Such a recommendation will maintain the rates of Set-up Man and Group Leader in a constant relationship to their particular group. The Panel's recommendation does not disturb the existing classes of A, B, and C for the classifications involved. The request for a $1.00 minimum for Set-up Man should not be granted, since the Company's Class C Set-up Man might conceivably and reasonably receive less than this minimum.

D. Recommendation

It is recommended that Group Leaders and Set-up Men receive a rate which is 10¢ per hour more than the maximum rate or the maximum of the rate range, whichever is appropriate, received by the highest paid employee in the group led or for which set-up work is done.

V. Retroactivity

A. Union Contentions

The Union requests that October 1, 1944, the anniversary date of the Contract, be made the retroactive date. It states that at a meeting with the Company during negotiations the Company proposed this retroactive date. Further, this date conforms with Board policy when a contract exists.

B. Company Contentions

The Company rejects the Union's request and argument, explaining that its offer was only tentative and was withdrawn because of the Union's attitude. The Company hesitates to propose a retroactive date of its own, but indicates that the date of certification of the dispute to the Board might be suitable for matters appearing before the Conciliator.

C. Discussion

There is no apparent reason of sufficient importance to demand a departure from the Board's policy on this question. The Panel majority will therefore recommend that the expiration date of the Contract, October 1, 1944 be established as the retroactive date.

D. Recommendation

The Panel recommends that the retroactive date be October 1, 1944.

SUMMARY OF RECOMMENDATIONS

It is recommended that:

I. (No recommendation for maintenance workers as such.)

II. A plantwide hourly average wage increase of 11½¢, excluding tool room employees, shall be put into effect. The parties shall negotiate the distribution of this increase and the establishment of rate ranges on the basis of the Company's job evaluation plan and shall report the successful completion of such negotiations to the Board. In the event the distribution and establishment of rate ranges have not been completed at the expiration of sixty (60) days from the date of the Directive Order, either party may petition the Board for a final determination of the issue.

III. Article 11, Section (2) of the Contract shall be amended to read:

> "When women are assigned work formerly or ordinarily performed by men, the wage rates for these women shall be based on the principle of equal pay for work comparable in quality and quantity. Any dispute as to the question of quantity, quality, or comparability shall be settled by the grievance procedure."

IV. Group Leaders and Set-up Men shall receive a rate which is 10¢ per hour more than the maximum rate or the maximum of the rate range, which ever is appropriate, received by the highest paid employee in the group led or for which set-up work is done.

V. The retroactive date shall be October 1, 1944.

Respectfully submitted,

/s/ Otto J. Baab
Public Member

/s/ Alfred H. Clarke
Industry Member

(Dissenting on Recommendation II, Amount of average increase only, and Recommendation V, retroactivity)

/s/ Ralph W. Cline
Labor Member
(Dissenting opinion attached)

McQuay-Norris Mfg. Co.
111-14573-D

Dissenting Opinion of the Labor Member of the Panel on the Majority Report and Recommendation

The labor member of the panel is in agreement with the public member of the panel in the amount of increase recommended and is in agreement with the principle of the recommended wage structure for group leaders and set-up men.

The labor panel member also is in accord with the recommended retroactive date of October 1, 1944. The labor panel member dissents as to the method of applying the general increase and the method of applying the recommended rate for group leaders and set-up men. The labor panel member also agrees with the modified verbiage recommended in the contract clause regarding equal pay for equal work.

1 - Wages

The labor member does not believe that the Board should order the Company's job evaluation plan as a basis for distributing the over-all 11½¢ recommended increase.

To do so would conflict with the recommendation on equal pay for equal work for the reason that under the company's job evaluation plan women receive 5¢ per hour less than men even though they are in the same labor grade and their job carries the same point value or greater than men's. It is my understanding that the War Labor Board will not order a job evaluation plan unless the parties involved are in accord. It has been very ably pointed out in the Union's post-hearing brief to the panel dated May 31, 1945, that in many instances the company's job evaluation plan has sub-divided operations into several parts, for example: A, B, C, D and E for Inspection; whereas, the BLS Survey according to job descriptions only sub-divided Inspection into three parts for the Indianapolis Labor Market Area, namely: A, B and C.

Another important factor in the above mentioned Union brief is the nature of the job descriptions in practically every operation which contains the following remarks:

> "No initiative little judgment, very little versatility, little ingenuity, etc."

The Union has claimed that the company, through its superintendent, who evaluated all jobs, has minimized the importance of the jobs and in so doing has minimized the responsibility, ingenuity and initiative of the operators.

A complete study of the Union's brief will show, in addition to what I have already quoted, that the job evaluation survey instituted by a superintendent of the company is not equitable. The Union involved in this dispute is a unit of Amalgamated Local Union #226, UAW-CIO. The Metal Auto Parts plant of Indianapolis is also a unit of Local #226.

I wish to point out that an identical case was presented to the VI Regional War Labor Board approximately 1½ years ago wherin an engineering firm evaluated all jobs in that plant and the Union participated. In this case the Union did not agree to the results of the survey and requested the VI Regional War Labor Board not to order the job evaluation plan to be put into effect. The Board did not order the evaluation plan in this case; instead they ordered a lump sum to be set aside for the purpose of correcting the lower paid jobs within the plant and ordered the parties to negotiate the amounts to be paid to each operation. This case was #111-5595-HO, and the final Directive Order was handed down on this case on January 29, 1945. Now for the Board to order a job evaluation plan that is not agreed to by the Union in one plant of Local #226, after having denied it in another plant of Local #226, would only create dissension and disharmony within the amalgamated local union.

The labor member feels that the Board should be consistent in its policy. It is the opinion of the Labor member that the officers, shop stewards and bargaining committee of this local union are quite capable of negotiating the equivalent of 11½¢ per hour increase across the Board into the wage structure properly for the reason that this is a small shop all on one floor and the union representatives are fully acquainted with every operation in the plant and their importance one to another.

The Union, in its initial request, demanded that shop increases be ordered in this plant to bring all operations up to the level of the Indianapolis area stabilized rates.

It would not be difficult to allocate increases to all job titles that are indicated in the Indianapolis Metal Working rates and to use this 11½¢ an hour increase to bring these jobs up to the stabilized rates and then allocate the remaining amount of money to the other jobs in the plant so they will remain in their same relative position. The labor member feels that the very purpose of the BLS Survey and the establishment of area rates in the labor market area, if applied in every shop in the labor market area, would in itself eliminate any intra-plant inequities. Another point that should be called to the attention of the Board is that is that if the Board orders the parties to negotiate rate ranges within the plant a provision should be made in the order whereby the employees could progress to the mid-point of the rate range within a time limit consistent with Board policy.

It is the understanding of the labor member that the mid-point of the rate range for any job classification should be the stabilized area rate. The reason for this recommendation is that the employees are entitled to the area rate after serving their probationary period according to War Labor Board policy. Therefore, the labor member respectfully requests the Board to over-rule that portion of the majority panel recommendation which states that the company job evaluation plan be used as a basis in negotiations for the allocation of the increase recommended.

2 - Group Leader and Set-up Man

Inasmuch as the entire recommendation of the majority panel members is based on the Indianapolis labor market area rates established by the BLS, it would seem that to be consistent the recommendation for group leaders and set-up men should also conform to the Indianapolis labor market area rates. The labor panel member, therefore, recommends that an additional sentence be added to the recommendation on this issue which reads as follows:

> "Provided however, that group leaders and set-up men shall in no event receive less than 10¢ per hour above the stabilized rate for the highest rated job over which the employee is a group leader or a set-up man."

"Highest rated" means the highest piece work incentive earned rate for piece workers or the highest stabilized rate if the job is on an hourly rate.

Under this set-up all employees in the category of group leader or set-up should be receiving a rate commensurate to the stabilized area rate plus 10¢ which conforms to the policy of the National War Labor Board.

Respectfully submitted,

/s/ Ralph W. Cline
Labor Member

Wm. Penn Manufacturing Co.
and
Int'l. Union UAW-AFL-CIO,
Local #315, C.I.O.

Case No. 111-2978-HO

Connersville, Ind. —

Copy of directive order sent to Miss Hunter Lennon. —

1. "S & P. Co. shall differential between the rate for female employees & male employees shall be maintained provided, however, that in those instances where women do work of equal quality and quantity to that of men, they shall be paid the same rate." —

(Union members of panel dissented as to maintenance of differential)

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

METAL AUTO PARTS COMPANY, INC. (Indianapolis, Indiana)	:	JAN 29 1945
and	:	
INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT, AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 226, CIO.	:	Case No. 111-5595-HO

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. The Union's request for a general increase is hereby denied.

2. The Company shall institute an average increase of four (4¢) cents per hour for hourly paid day work employees. The Union and the Company are hereby directed to negotiate new rates of pay for day workers so that the over-all average shall not exceed four (4¢) cents per hour. The successful result of such negotiations shall be reported to the Board. In the event, however, that the parties are unable to agree on the distribution of the four (4¢) cents to eliminate existing intra-plant inequalities within thirty (30) days from the date of this Directive Order, either party may petition the Board for final determination of the issue.

3. The foregoing increase ordered in paragraph 2 above shall be retroactive to December 20, 1943.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint

letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provision of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any

event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to retroactivity)	FOR LABOR
/s/ Edgar L. Warren	/s/ J. B. Beardslee	/s/ H. C. Lieberum
/s/ John Day Larkin	/s/ C. B. Magrath	/s/ Rudolph Maipl

METAL AUTO PARTS
(Indianapolis, Indiana)

and

U.A.A.A.I.W. - C.I.O.
Local #226

Case No. 111-5595-D

OPINION

This case was certified December 20, 1943. The claims of the Union were predicated upon certain alleged intra-plant inequalities. The Union was particularly insisting upon adjustments to the non-production workers. The Company claimed that the hourly paid non-production employees had already received increases in excess of 15% since January 1, 1941. After the certification of this dispute the Company proposed the institution of a job evaluation plan. The Union tentatively agreed. However, when the plan was completed by the Trundle Engineering Company, the Union did not find it acceptable. The processing of this case has been delayed several months while attempts have been made to get the parties to reach some understanding with respect to the job evaluation plan. Such attempts have failed. The Board takes no action with respect to the merits of the Company's job evaluation proposal. However, since some of the existing rates of the forty-nine (49) non-production employees are below stabilized rates, the Board has approved a general allowance of .04 cents per hour for these hourly-paid employees. This is to be used by the parties in a further attempt to make adjustments only to those whose rates are below the stabilized rates for the area. It should not be applied as a straight across-the-board increase unless such an application can be squared with the appropriate stabilized rates for each job classification effected. For this reason the Board is directing the parties to report to it the results of their negotiations at the end of a reasonable period.

S/ John Day Larkin

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

METAL AUTO PARTS COMPANY, INC.
(Indianapolis, Indiana)

and

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT, AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL NO. 226, CIO.

JAN 29 1945

Case No. 111-5595-RO

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that:

1. The Union's request for a general increase is hereby denied.

2. The Company shall institute an average increase of four (4¢) cents per hour for hourly paid day work employees. The Union and the Company are hereby directed to negotiate new rates of pay for day workers so that the over-all average shall not exceed four (4¢) cents per hour. The successful result of such negotiations shall be reported to the Board. In the event, however, that the parties are unable to agree on the distribution of the four (4¢) cents to eliminate existing intra-plant inequalities within thirty (30) days from the date of this Directive Order, either party may petition the Board for final determination of the issue.

3. The foregoing increase ordered in paragraph 2 above shall be retroactive to December 20, 1943.

Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint

letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions of employment shall govern the relations between the parties and shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 14 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provision of this paragraph, that part of this Directive Order which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated, shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the Regional War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any

event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to retroactivity)	FOR LABOR
/s/ Edgar L. Warren	/s/ J. B. Beardslee	/s/ H. C. Lieberum
/s/ John Day Larkin	/s/ C. B. Magrath	/s/ Rudolph Faupl

METAL AUTO PARTS
(Indianapolis, Indiana)

and

U.A.A.A.I.W. - C.I.O.
Local #226

Case No. 111-5595-D

OPINION

This case was certified December 20, 1943. The claims of the Union were predicated upon certain alleged intra-plant inequalities. The Union was particularly insisting upon adjustments to the non-production workers. The Company claimed that the hourly paid non-production employees had already received increases in excess of 15% since January 1, 1941. After the certification of this dispute the Company proposed the institution of a job evaluation plan. The Union tentatively agreed. However, when the plan was completed by the Trundle Engineering Company, the Union did not find it acceptable. The processing of this case has been delayed several months while attempts have been made to get the parties to reach some understanding with respect to the job evaluation plan. Such attempts have failed. The Board takes no action with respect to the merits of the Company's job evaluation proposal. However, since some of the existing rates of the forty-nine (49) non-production employees are below stabilized rates, the Board has approved a general allowance of .04 cents per hour for these hourly-paid employees. This is to be used by the parties in a further attempt to make adjustments only to those whose rates are below the stabilized rates for the area. It should not be applied as a straight across-the-board increase unless such an application can be squared with the appropriate stabilized rates for each job classification effected. For this reason the Board is directing the parties to report to it the results of their negotiations at the end of a reasonable period.

S/ John Day Larkin

UNITED STATES OF AMERICA

BEFORE THE

NATIONAL WAR LABOR BOARD

REGION VI

In the Matter of:	
METAL AUTO PARTS COMPANY, INC. (Indianapolis, Indiana)	CASE NO. 111-5595-HO
and	MARCH 14, 1944
INTERNATIONAL UNION: UNITED AUTOMOBILE, AIRCRAFT, AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA LOCAL #226, CIO	

REPORT AND RECOMMENDATION OF HEARING OFFICER

The Parties

The Metal Auto Parts Company is an Indiana corporation operating in Indianapolis, Indiana. It has been in business approximately thirty years, operating as a job stamping and commercial body and cab manufacturing company. Its products consist of fenders, hoods, running boards, instrument panels, radiator shelves, truck cabs, and complete commercial truck bodies. The products are sold to manufacturers who assemble them into trucks, armoured cars, and similar vehicles. The firm normally employs between 175 to 325 employees. The Company has at present a total of approximately 220 employees of which about 190 are involved in this dispute.

The United Automobile Workers, Local #226, CIO was voluntarily recognized by the Company, and the parties have enjoyed contractual relationships since March of 1937.

History of the Dispute

At present, the parties are operating under a contract which expires April 1, 1944. Negotiations for this contract were begun in January of 1943. The parties could not reach an agreement as to the wage aspect of the contract and an impasse was reached on December 1, 1943. Conciliation Service entered the picture on December 2, 1943. Several conferences were held, with the result that the parties reached a deadlock on the issues in dispute on December 8, 1943.

The case was certified to the War Labor Board on December 20, 1943. Two hearings were held before the Hearing Officer on February 4, 1944 and on February 29, 1944, respectively. During the course of the hearing the following facts were revealed.

Prior to the recognition of the Union by the Company, there was no established wage structure in the plant. Thereafter, increases in rates were bargained for by the parties without cognizance of the necessity for maintaining a well balanced wage structure. Individual job classifications and individual employees were raised from time to time on a random basis, without regard to differentials between the various jobs in the plant. In the five years that followed the recognition of the Union, a "random rate" plant was created, primarily due to the collective bargaining between the parties for wage increases on specific jobs rather than for equal increases throughout the plant.

After the negotiation for a new contract was begun in January of 1943, the Union requested wage increases for the non-incentive employees in the plant. The Company refused to request approval of the War Labor Board for increases to that group only, indicating that they were willing to submit a Form 10 if the increases were

to cover the entire plant. The Company finally agreed to the Union's request, and a Form 10 was filed. However, the Wage Stabilization Division subsequently received information which indicated that the Company in reality was not in complete agreement with the Union on the proposed increases indicated in the Form 10. The Form 10 was, therefore, not acted upon by Wage Stabilization because "there was no agreement in fact" to the Form 10.

Thereafter, the Company submitted a plan to the Union for the hiring of industrial engineers to re-evaluate the jobs and set up a scientific job evaluation and classification. The Union acquiesced to the proposal of the Company, and the Trundle Engineering Company was hired to perform the job evaluation. The job evaluation was completed on February 4, 1944.

Issues

The only issue in dispute is that of wages. This issue can be divided into four separate questions:

1. Is the job evaluation valid?
2. If valid, is the Union entitled to an increase based on the job evaluation?
3. How shall employees whose job classifications suffer a reduction in rates due to the job evaluation be treated?
4. Has the Little Steel Formula been exhausted?

Validity of the Job Evaluation

A. Union's Contention

At the first hearing, held on February 4, 1944, the Union contended that there had been an historical wage relationship between the non-incentive employees and the incentive employees. Due to the war, the incentive employees had been requested to increase their efforts in order to promote greater production. The incentive employees thereupon put forth greater effort and production increased, creating a corresponding increase in their incentive earnings. As the wages of the non-incentive workers remained relatively constant, this historic differential had been disturbed.

The Union requested that non-incentive employees receive increases in their straight-time hourly rates in order to maintain the historic differential. Their claim was based upon the theory of intra-plant inequities. The Union further claimed that on a comparison of the non-incentive rates to comparable job classifications in other plants, increases to the non-incentive workers was indicated on an inter-plant inequities basis.

During the course of that hearing, the Union further contended that the job evaluation was instituted to avoid a possible increase to the non-incentive employees. If the job evaluation was to be considered, the Union argued, then increases should first be given to the non-incentive employees. Thereafter, the Union would give consideration to the institution of the job evaluation and classification.

At the hearing held on February 29, 1944, the Union, without waiving its previous contentions, presented its arguments based on the job evaluation. The Union claimed that the job evaluation was faulty in that the evaluation reduced the rates of job classifications containing a greater number of employees than the job classifications which were increased in rates by this evaluation. They further claimed that the job evaluation instituted "helpers" into job classifications containing only operators, which disturbed a historical relationship between employees in these job classifications.

B. Company's Contentions

The Company contended that in view of the fact that the wage structure had "grown

up like Topsy," and that there was no "basic rhyme or reason to the wage structure," a scientific job evaluation was necessary. The Company argued that increases given to any portion of the employees in the plant would not eradicate this defect but would, as a matter of fact, tend to increase the random nature of the wage structure.

In support of the job evaluation, the Company testified that Trundle Engineering Company was employed to institute the job evaluation because of their twenty six years of experience and excellent reputation for fairness and impartiality.

C. Discussion

The Industrial Engineers, C. E. Henry and Thomas Howard, were present at both hearings, and testified as to the method used in evaluating the jobs, standards employed, and the method of computing final results. According to the Industrial Engineers, each department in the plant was checked carefully by the union representatives and themselves, considering the physical layout of the departments, available facilities, and methods of operation in various departments, the actual operation and performance of each job, machinery, tools and equipment utilized; and actual job descriptions were obtained. The purpose and method for evaluating and classifying jobs were fully explained to the Executive and Negotiating Committee.

After the job descriptions were obtained and the jobs analyzed for content, each individual operator was asked to sign, and for the most part did sign statements verifying the veracity thereof. At the hearing on February 29, the Union argued that the individual employees had been misled into signing these statements by the promise that the evaluation would indicate that increases were warranted when, in fact, the results were to the contrary. This contention, however, affects the ultimate rates established, but has no bearing upon the job classification and the differentials in rates established between the various jobs and the rates in accordance with the job evaluation.

The most important element in a job evaluation is the accuracy of the job description, its content, skill, and responsibility. As a basis for considering the validity of the job evaluation, one of the union representatives at the hearing was chosen at random for the purpose of having his particular job "spot-checked" through the job evaluation. This union representative was a Toggle Press Operator in the plant. His job was checked through each particular operation utilized by the Industrial Engineers in arriving at the evaluation for that specific job. In every instance the Toggle Press Operator agreed with the Industrial Engineers.

The criteria used by the engineering firm in evaluating the jobs in the plant were as follow: (a) Responsibility; (b) Skill, Accuracy and Dexterity; (c) Mental Effort; (d) Mental Requirement; (e) Experience and Training; (f) Working Conditions; (g) Physical Effort; (h) Fatigue.

Each one of these major factors is assigned a certain number of points in computing the relative job evaluation. The amount of points is based upon a carefully worked out formula through long experience, and the point value of each factor is similar for all job evaluations. Each factor is composed of several elements. Each element is assigned a relative number of points within the total number of points assigned to each major factor. For example, the factor of dexterity is broken down into twelve elements, such as "routine work not complicated," "close limits not difficult to meet," "high-skilled work," "limits difficult to meet," "specialized work," etc.

After each element and factor in a particular job has been evaluated, the points are added to give the total grade for the job. The jobs were then arranged in numerical order from the lowest to the highest job, in accordance with the point values of the jobs. The jobs are then graphed on a chart in which the horizontal lines of the graph contain the number of point values, and the vertical lines contain the present rates of pay. The rates for each job are thus established.

It is to be noted that by this method of computation the absolute wage rate for each job must be affected by the present rates in the plant. For example, if the present wage rates are low, the wage rates computed in the job evaluation would also be low.

The Union at both hearings contended that this was one of its primary objections to the job evaluation. However, this contention attacks the ultimate wage rates established, but has no direct bearing upon the validity of the job classification. The fundamental purpose for the job evaluation and classification is the establishment of the relative value of the job in the light of, and in comparison to, all the other jobs in the plant.

The effect of the job evaluation is to eradicate intra-plant inequities existent in a random rate plant by establishing equitable and proper wage differentials between all of the jobs in the plant. Job grading and rating establish the relationship among the various jobs. It totally disregards individual workers and absolute wage rates. The ultimate result of the job evaluation is to establish the relative importance of each particular job classification. It must be borne in mind that the job evaluation classifies job classifications, and not individual employees.

The evaluation performed in this plant carefully utilized the procedural elements of job standardization, job description, job specification, job classification, and job grading and rating. In evaluating the jobs, the physical movements required in the performance of the work as well as the timing of these movements were carefully analyzed and considered. A detailed job description was obtained by the Industrial Engineers in conjunction with members of the Union and the particular employee whose job was being evaluated. On the basis of the job descriptions obtained, the nature and content of each job was summed up, indicating the extent of the duties, skill, and responsibility required, and such other characteristics of the job as are relevant in a proper job evaluation. The summary of the job combined with the job description formed the complete job analysis.

A functional distribution of all job descriptions was made into classes, based on the job descriptions -- specifications. The jobs were then graded and rated in accordance with the job standardization, job description, job specification, and job classification. Except for a few instances discussed below, the Union, during the course of the two hearings held, did not establish the invalidity of the job classifications and the rate differentials established between them.

The results of the job evaluation further tends to establish its validity. An inspection of the graph upon which the evaluated wage rates paid each employee and the point evaluation for the job are diagrammed, indicates the actual relationship between the evaluated rates for individual workers and the evaluation points for their respective jobs.

A more precise analysis further reveals and substantiates the validity of the job evaluation. There are 32 job classifications receiving an increase over existing rates and 39 job classifications receiving a decrease, by the job evaluation. The average increase is $.089, while the average decrease is $.0406. There are 109 employees in the job classifications accorded an increase, while there are 145 employees accorded a decrease. The total increases amount to $6.83, while the total decreases amount to $5.15. This definitely indicates the establishment of a proper rate structure and job classification without disturbing the straight time average hourly rate for the plant.

Of still more value in the consideration of this job evaluation is an analysis of the changes which will take place in the straight time hourly earnings of employees as a result of this job evaluation. The weighted, average, straight-time hourly earnings of the employees in the plant prior to the job evaluation was $.83. The weighted average straight time hourly earnings for the employees in the plant after the job evaluation, assuming that the employees whose jobs suffer a decrease by virtue of the evaluation will still retain their present wage rates, equal $.85. The weighted average hourly earnings for employees in the plant assuming full operation of the evaluation plan, equal $.825. This indicates the following:

1. There is no net average increase in job wage rates.

2. The immediate effect of the evaluation is to increase the average, straight-time hourly earnings by approximately 2¢. This increase results from the fact that workers who have been paid wage rates below the appropriate new job rates established by the evaluation are brought up to these rates, while workers whose wage rates have been reduced will not suffer a rate reduction in their individual rates.

3. The ultimate effect, however, of the job evaluation is to maintain the present average straight-time hourly rates by virtue of the gradual labor turnover.

The validity of the job evaluation plan is therefore statistically substantiated in that it contains no hidden increases and no disguised decreases.

The general objectives of a proper job evaluation have been accomplished. The relative worth of all jobs within the plant has been established and properly equalized to maintain a balanced wage structure. Unfair wage rate differentials have been eliminated. This should have the effect of minimizing grievances based thereon. Any suspicion of favoritism usually embued in a random rate plant has been eradicated. A rational basis for adjusting wage grievances, therefore, has been established.

If the Union's contention that an increase should have been given to the individual employees without regard to the job evaluation would be accepted, the ultimate effect would have been to add to the existing inequities accentuating an unbalanced wage structure. The alleviation of this chaotic condition was the very purpose for the job evaluation.

The Institution of Helpers

A. Union's Contention

During the course of both hearings, the Union arduously contended that the job evaluation had been instituted for the purpose of establishing "helper classifications," thereby effecting an ultimate reduction in wage rates. The Union further contended that it had always objected to "helpers" because historically the particular job classifications where helpers are now being instituted contained only operators; that the employees did not work on an "operator and helper" basis but as a gang of men with equal responsibility, skill, and job content. Each individual employee, the Union argued, could perform the functions of any other employee within that gang.

B. Company's Contention

The Company contended that the job evaluation was proper and was no subterfuge for the institution of helpers; that the evaluation established helper jobs only where the job content, skill, and responsibility of the particular jobs called for these classifications.

C. Discussion

The Union's contention that the Company intended to decrease the wage rates by the institution of helpers is not substantiated by the facts, as the weighted average straight-time hourly rate established for the plant by the job evaluation approximates the weighted average straight-time hourly rate in the plant prior to the evaluation.

With reference to the Union's argument that the establishment of helper jobs tends to destroy the historical relationship, it must be remembered that the very purpose for a job evaluation is to eliminate unnatural historical relationships growing up in a random-rate plant. Further, as stated above, the job evaluation classifies jobs and not men. It disregards the characteristics of the persons actually working on jobs and takes into account only the jobs as such.

It may be true that certain individuals now employed in the plant could not be classified as helpers by virtue of their individual performances. These are individual grievances, however; not a criticism of the job evaluation. A careful perusal of the job classifications where helper jobs are being established in-

dicates that those job classifications normally call for and have helper operations in a vast majority of plants comparable to the one in question. If in fact there is more than one operator now employed in the job classifications where helpers are being instituted, then those workers should receive the operator's rate. These grievances are a matter for settlement between the parties in accordance with the grievance procedure established in their contract.

Classifications not Properly Evaluated

During the course of the hearing, it appeared that the job classification of die storage, barbering dies, and stock room labor may not have been quite properly evaluated. The industrial engineers present at the hearing agreed that there may be some basis for contending that certain jobs should be re-evaluated to see if an error had been made in their evaluation in the light of the facts particular to those jobs in the plant in question. The Union's contention that these three job classifications were improperly evaluated, based on a disagreement as to the functions involved in the jobs and the relationship of these jobs to other job classifications in the plant, appears justifiable. It therefore appears that a re-evaluation of these job classifications is warranted.

Increase in the Rates Based on the Evaluation

A. Union's Contention

With reference to an increase in the guaranteed hourly minimums and straight-time hourly earnings for non-incentive employees, the Union requests that the Board order a 10% wage increase to cover the entire wage structure.

B. Company's Contention

The Company was primarily interested in receiving approval of the job evaluation and classification because of its belief that the wage differentials established by the evaluation between the job classifications were accurate and scientific. The Company was willing, in connection with the Union's request for an increase, to have the evaluated rates (rates established by the job evaluation) checked against the sound and tested rates of the Board to determine whether an increase is warranted.

C. Discussion

As indicated above, the job evaluation is primarily intended to establish proper rate differentials between job classifications. Based on the validity of the job classifications and the rate differentials between them, the question is whether an increase in the guaranteed hourly minimum for incentive employees and the straight-time hourly rates for non-incentive employees is warranted, on an inter-plant inequities basis. In considering this question, it must be borne in mind that the plant operates most jobs on an incentive basis. According to the parties the incentive bonus is computed as follows:

> "The jobs are priced at so much per piece. Earnings are the product of a number of pieces and the price. This divided by the number of hours worked on the job gives the piece work hourly earnings."

From this definition and the testimony at the hearings, it appears that the incentive bonus is not based upon a base rate. The guaranteed hourly minimum is not a base rate, but an actual guaranteed hourly minimum, and bears no relationship to the incentive plan. An increase in the guaranteed hourly minimum, and the straight time hourly rates therefore, would not produce a corresponding increase throughout the plant in "take-home" pay. It would affect only those jobs that are on a nonincentive basis and those employees who do not produce the quota necessary for the receipt of an incentive bonus.

Below is a table indicating an analysis of the key job classifications in the plant:

KEY JOB CLASSIFICATION ANALYSIS

METAL AUTO PARTS COMPANY, INC. -76-

Job Classification	No. of Empl.	Present Rate	Evaluated Rate	Temporary Stabilized Rate
Drill Press Operator	16	.86	.83	.90T
Arc Welders	14	.96	.95	1.00T
Acetylene Welders	5	.96	.98	1.00T
Bench Assembly - A	16	.86	.83	.90T
Floor Assembly - A	6	.86	.89	.95T
Hand Truckers	23	.63	.71	.70T

The job classifications chosen for the purpose of determining this issue are those (1) which have temporary stabilized rates, (2) containing ten or more employees, and (3) whose job description indicate that they are key classifications by virtue of the type of product being produced in the plant.

There are seven job classifications which have ten or more employees. Of these, four are covered by stabilized rates containing 69 employees of a total of 220 workers in the plant, or approximately 31% of the workers in the plant. A weighted average of the difference between the stabilized rates and the evaluated rates indicated that a 4¢ increase is warranted.

This plant produces metal parts utilized in the construction of cabs and bodies for automotive vehicles. The primary jobs performing the more essential functions in the production of the vehicle parts are: press operations, which form, shape, cut, and drill the product; assembling, which puts together such parts; welding, which permanently connects the parts; and trucking, which carts away the parts. The job evaluation manual which contains the job description definitely establishes that the job content, skill, and responsibility of the jobs included in the table are Class A in character.

All of these functions are represented in the key job classification table used in considering and determining this issue. The total number of employees represented are 80, or 40% of the total number of employees in the plant. Calculating the difference between the stabilized rate and the evaluated rate in each job classification, multiplying the difference by the number of employees in each classification and dividing the remainder by the total number of employees in the key job classifications, establishes the fact that 4¢ increase is warranted.

In view of the fact that the job classification and evaluation are valid, any distribution of this increase other than across-the-board would create intra-plant inequalities and obviate the very purpose for which the job evaluation was done. It is therefore recommended that the 4¢ increase be approved across-the-board, to be added to the evaluated rates.

Employees Whose Job Classification Rates Have Been Reduced by the Job Evaluation

Valid job evaluations will normally indicate that certain job classifications in the plant have received higher wage rates than the job content, skill, and responsibility require. It will further indicate that these job classifications have received higher rates on the basis of a comparison between the jobs in question, and the other jobs in the plant. In this case there are 39 job classifications whose wage rates have been reduced.

While the job classifications may be reduced, in accordance with Board policy, no individual should be required to suffer a decrease in his wages by virtue of the job evaluation. To hold otherwise would in effect be extending permission to the Company to institute a job evaluation at the expense of its employees.

In the long run, a valid job evaluation is to the benefit of the Company as well as to the Union. Labor turnover over a reasonable period will wipe out practically all of the immediate net wage rate increase for employees, due to the job evaluation.

It is therefore recommended that the employees who are now properly classified within job classifications whose wage rates have been decreased, receive their present wage rates unless the 4¢ increase brings their job classification rate above their present rates, whereupon they should receive the latter rate.

The Union requests that "no employees presently working in the plant shall be transferred arbitrarily to any job that will result in a lesser hourly rate."... Such protection is warranted in the light of the possibility that the maneuvering and manipulation of the workers in an arbitrary fashion may result in the reduction of wage rates throughout the plant. However, this protection may be extended through the grievance procedure. It is therefore recommended that where any employee has cause to believe that he is being arbitrarily transferred, he may resort to the grievance procedure for a determination of his grievance.

Little Steel Formula

During the course of a hearing, both parties stipulated that the Little Steel Formula had been exhausted. However, after the hearings had been concluded, the Union in a supplemental brief contended that the Little Steel Formula had in fact not been exhausted. The basis for its contention was the fact that a 3¢ increase given in February of 1941 was one that was negotiated prior to January 1, 1941, and should have been considered in the "base period" computation rather than as an "offset."

In 1939, "helpers" were instituted in certain job classifications. In December 1940, the contract between the Company and the Union expired, and negotiations were started for the alleviation of the helper jobs. On February 8, 1941, the helpers were abolished. The Union argued that the 3¢ increase given that date should have become effective December 31, 1940 if negotiations had not been "protracted" by the Company.

The facts are not at all clear that the 3¢ increase was primarily due to the removal of helper jobs. The 3¢ increase was a blanket increase given to all employees including those job classifications where no helpers were utilized. This fact is not disputed by the Union. The fact that the 3¢ increase was a blanket one would tend to indicate that it was a cost-of-living increase. At any rate, the negotiations for the increase were begun in December 1940 and concluded on February 8, 1941. The consumption of a 2-month period cannot be considered "protracted" for the purpose of considering the increase part of the base. Furthermore, since under wage stabilization policy, the inter-plant comparisons are controlling, the inclusion or exclusion of this 3¢ increase can have no effect on the final results in view of the recommended 4¢ increase on an inter-plant inequity bases.

It is not at all certain that the parties cannot be held to their verbal stipulation before a Hearing Officer, that the Little Steel Formula has been exhausted. This question, however, need not be answered, since the facts warrant the conclusion that the Little Steel Formula was actually exhausted.

Retroactivity

The job evaluation was conducted in the light of the Union's request for a wage increase in the straight time hourly rates for non-incentive employees. In reality, the job evaluation was employed as substitute for this requested increase. As the facts indicate that these employees are entitled to a 4¢ increase in the light of the job evaluation, such increase should be made retroactive to the date of certification of the dispute to the War Labor Board.

The case was certified to the Board on December 20. The 4¢ across-the-board increase should be extended to the non-incentive employees in the plant as of that date. Where the job evaluation establishes decreases in rates for particular job evaluations, employees in such classifications should receive retroactive pay regardless of the reduction.

The evaluated rates including the 4¢ increase should be effective as of the date of the Directive Order.

Recommendations

It is hereby recommended that:

1. The job evaluation and classification be approved, with exception of the job classifications of die storage, barbering dies, and shipping room labor, which should be re-evaluated;

2. A 4¢ increase across-the-board be approved and added to all of the rates established by the job evaluation; such 4¢ to be added to the guaranteed hourly minimum rates for the incentive job classifications, and to the straight time hourly rates for the non-incentive classifications;

3. No employee shall receive less than his present, guaranteed, hourly, minimum rate if he is an incentive employee, or less than his present, straight time, hourly rate if he is a non-incentive employee, because of a reduction in the job classification rate in the job evaluation;

4. The 4¢ increase shall be retroactive for all non-incentive employees to December 20, 1943, the date of certification of the dispute to the Board. All non-incentive employees employed by the plant in question as of the date of December 20, 1943 shall be given the 4¢ increase retroactive to that date, without regard to whether the job evaluation established a decrease in rates for their job classifications.

5. The evaluated rates (including the 4¢ increase) shall be effective as of the date of the Directive Order;

6. Any individual employee who contends that he is not properly classified shall submit his grievance to the grievance procedure in accordance with the established procedure in the contract;

7. Any individual employee who contends that he is arbitrarily transferred to any job classification with a lesser hourly rate shall submit his grievance to the grievance machinery established in the contract between the parties;

8. The Union contention that the Little Steel Formula has not been exhausted be denied.

/s/ Alexander B. Motenko
Hearing Officer

Copy sent to Miss Ruth Lemmon, Indianapolis

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VII

AUG 5 - 1944

NOBLITT-SPARKS INDUSTRIES, INC.
(Seymour, Indiana)

and

INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL #97, CIO

Case No. 111-4806-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943 hereby orders that:

1. Effective as of the date of this Order there shall be instituted a policy of equal pay for equal work and proportionate pay for proportionate work for women. Production records shall be used to determine the comparability of work done by male and female employees. Disputes concerning the quality, quantity or comparability of production shall be adjusted through the grievance procedure in the parties' agreement.

2. All employees with one to six years of service shall receive one week's vacation with forty (40) hours' pay, and all employees with six or more years of service shall receive two weeks' vacation with eighty (80) hours' pay.

3. For the purpose of computing time and one-half on the sixth day worked in the work-week, the following days shall be counted as days worked:

   a. Legal holidays.
   b. When the employees report for work without reasonable notification that no work is available.
   c. Compulsory appearance before a draft board.
   d. Death or funeral in the immediate family.
   e. Injury sustained on the job.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof, unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

Noblitt-Sparks Industries, Inc. Case No.111-4806-D

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the National War Labor Board to make the remaining portions of the Order immediately effective.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to overtime for sixth day worked)	FOR LABOR (dissenting with respect to retroactivity)
/s/ Edgar L. Warren	/s/ L. E. Roark	/s/ Rudolph Faupl
/s/ John D. Larkin	/s/ J. B. Beardslee (dissenting with respect to vacations)	/s/ Samuel C. Ewett

UNITED STATES OF AMERICA
BEFORE THE
NATIONAL WAR LABOR BOARD
REGION VI

In the Matter of	:	
	:	
NOBLITT-SPARKS INDUSTRIES, INC., (Seymour, Indiana)	:	CASE NO. 111-4806-D
	:	
and	:	
	:	
INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL #97, CIO	:	June 15, 1944

REPORT AND RECOMMENDATION OF PANEL

The Parties

The Company

The Company has two plants in Seymour, Indiana; five plants in Columbus, Indiana; two plants in Franklin, Indiana; and one plant in Vincennes, Indiana. It is employing altogether at this time approximately 3,500 employees. On January 1, 1941 the Company was engaged almost entirely in the manufacture of peace-time products, including automotive parts which were sold to large automobile manufacturers, car and home radios, automobile heaters, electric room heaters, and metal furniture.

After January 1, 1941, conversion to the manufacture of wartime products was gradually effected, until now substantially all of the production of the Company is devoted to such products. The war products being manufactured include the following: Anti-tank mines, radio communications equipment, ammunition cans, and water and gasoline cans, parts used on tanks, trucks and jeeps, reels used by the signal corps and devices employed in the transportation of motorized equipment by airplane. Of the 3,500 employees of the Company, approximately 600 are employed in the Company's plants at Seymour, Indiana. The North Plant at Seymour, Indiana, is devoted essentially to the manufacture of sheet metal products, and the South Plant essentially to the components of radio communications equipment.

The Union

The Union became the representative of the employees in the Company's North Plant in Seymour, Indiana, as the result of a consent election conducted by the National War Labor Board in 1942. This election followed an organizational campaign by both the C.I.O. and the A.F. of L., in which the C.I.O. was successful. After the certification of the C.I.O. Union, collective bargaining ensued, resulting on September 5, 1942 in the execution of a contract.

History of Relations between Company and Union

Background

The National War Labor Board by decision and certification of representation, dated May 4, 1942, having found that the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local #97, C.I.O. received a majority of the valid ballots cast in the consent election held on April 7, 1942 at Seymour, Indiana, plant of the Noblitt-Sparks Industries, Inc., was, therefore, entitled to be recognized as the exclusive bargaining agency for all of the employees covered by the agreement. The Noblitt-Sparks Industries, Inc., in said agreement, agreed to recognize Local Union #97, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, affiliated with the C.I.O., as the exclusive bargaining agency on all the Company's employees in their Seymour plants, except supervisory and clerical employees, for the purpose of collective bargaining with respect to the rates of pay, hours of work and other conditions of employment, and for the purpose of adjusting grievances and complaints.

After the certification of the Union, collective bargaining ensued, resulting on September 5, 1942, in the execution of a contract between the parties. Prior to August 5, 1943, the Union gave notice of a desire for changes in the contract, following which negotiations ensued resulting in an agreement on all points except those now in issue in this case. After receiving the Union's request for negotiations concerning a new contract, a conference was arranged for August 26, 1943. Following such meeting, additional conferences were had, until it became evident that complete agreement could not be reached and the assistance of the Conciliation Service of the United States

Department of Labor was invoked. Accordingly, on September 30, 1943, a conference was held at Seymour, Indiana, between representatives of the Company and the Union with Arthur H. Pierson, Conciliation Commissioner, presiding. Another conference was held on the 22d of October, with Mr. Pierson present and subsequently the matter was certified to the Board on November 4, 1943.

The Board appointed a Panel to hear the three issues in dispute. Said Panel sat at Seymour, Indiana, on Thursday, February 3, 1944. This Panel consisted of Raymond A. Kinzie, Chairman, Guy A. Wainwright, Industry Representative and A. C. Skinner, Labor Representative. Mr. Theodore Brimm, Panel Consultant, Disputes Division, 6th Regional War Labor Board, sat with the Panel.

Issues

I. Female Rates with Retroactive Date
II. Vacation in Lieu of Present Bonus
III. Overtime for 6th Consecutive Day as Such

I. Female Rates with Retroactive Date

A. Union's Position

(1) That male help shall not be replaced by female help for the purpose of reducing rates;

(2) That all female help now working on jobs formerly performed by male help shall receive the same rate of compensation as male help doing the same work;

(3) That rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable operations;

(4) That any dispute arising as to the question of quality, quantity, or comparability, as herein defined, shall be subject to final determination by an arbitrator appointed by the National War Labor Board, the United States Conciliation Service or the Indiana State Division of Labor.

B. Company's Position

(1) That it is impossible to measure accurately the quantity and quality of work performed by various employees in the North Plant;

(2) That the practical solution to the problem is that the historical and traditional differentials that have been evolved throughout the years should be maintained;

(3) That the established ten cents (10¢) per hour historical and traditional differential is based on sound and valid reasons and is fair to both men and women employees and should be continued in effect.

C. Discussion

Mr. Bartee, representing the Union, cited a number of United States War Labor Board Bulletins, Indianapolis Star newspaper, some State bulletins and Mary Anderson of the Women's Department of Labor. He argued that equal pay for equal work had been coming for years, and, as a matter of industrial policy, cited General Order #16 and a number of cases; among which were General Motors, Case 125, the Aircraft Industry cases and the Fair Labor Standards Act. All of which he claimed were merely the consummation of the struggle over many years for women to receive equal pay for equal work with men. He pointed out that no women were employed in the plant eight years prior to the fall of 1943; that the increase of 10¢ per hour would only bring their rate up to men's rates. Mr. Bartee felt that the employees were entitled to have the increased rate effective as of September 5, 1943, which was the expiration of the first contract entered into by the Company. Mr. Bartee made the statement that since the war the abolition of female differentials has become practically universal.

The Company makes a significant statement on Page 20 of the Company's Evidence and Comments, which reads as follows: "The Company, during the bargaining

period, found that the nature of its operations was such that it was impossible to measure accurately the quality and quantity of the work performed by the various employees in the North Plant and that the granting of differentials should be maintained.

Mr. Wilde, representing the Noblitt-Sparks Industries, Inc., discussed many of the problems that are involved in the employment of the female workers. He maintained that historically the Company's various plants operated on a differential between the wages paid men and the wages paid women. He pointed out that in the original contract with the Company, dated September 5, 1942, the method of employing women was discussed and this historical and traditional differential had been incorporated in the agreement between the parties. He made a point that the presently prevalent base rates on both men and women are now 5¢ in excess of those set out in the contract entered into by the Company and the Union on September 5, 1942. This increase was made on an application of Form 10 during the first half of 1943.

Mr. Wilde further showed that in the Noblitt-Sparks plants, men provided greater volume in manufacturing operations; men are potential candidates for more difficult jobs which women cannot and should not perform. Men can be depended upon for much longer service in the industry than women; that there was a greater degree of absenteeism among women than men; that the potentialities of men as supervisors of both men and women are much greater than those of women. That men, as a class, have more inherent mechanical skill and aptitude than women. That men require less constant attention from supervisors than women. That the employment of women requires the furnishing of additional rest rooms and other facilities. That the employment of women has entailed greatly increased repair and maintenance costs. That the employment of women entails increased inspection costs. That the employment of women in the North Plant at Seymour has resulted in a marked decrease in productivity; and Mr. Wilde made note that the Company appreciated the value of women workers. Mr. Wilde points out that the wage differential is neither unique nor unusual and he gave a detailed summary of the bargaining for women's rates with the Union. Mr. Wilde wants it understood that the Company appreciates the value of women workers.

In the meeting of the Panel on March 10, 1944 in Chicago, the arguments for both the Company and the Union consumed the greater part of the day. At this Panel meeting were Guy A. Wainwright, representing industry; A. C. Skinner, representing the Union, and R. A. Kinzie, acting as Chairman of the Panel. The Chairman pointed out that while there was considerable to be said in favor of Mr. Wilde's arguments, as above set forth, nevertheless, they really were collateral to the problem poised; i.e., were the women producing in quality and quantity equally with the men they replaced? The Chairman pointed out that since the Company was in possession of records and had immediate access to and from the plants, they were in a better position to meet the issue directly; and that since the Union could only be admitted to the plants on application, or by invitation they were not in a position to disprove the Company's position; viz., to wit: that the women employed in the plant were not doing equal work with men in the same or similar positions.

The Chairman felt that the Company, in all fairness, should have had the burden of proof. Instances where women fell short of the quality and quantity attained by men employees should have been adduced by the Company to prove their contention. Instead, the method of disproving the statement that women produced the same as men was attempted by showing many factors incidental to production which, nevertheless, were reflected in the final cost of production and in production.

There was some discussion as to when the equal rates or equal pay should apply in case the Panel decided to recommend them. Mr. Wainwright of the Panel, representing Industry, felt that the effective date should be the date the Directive Order was issued. Mr. Skinner held this point in reserve, but was inclined to agree with Mr. Wainwright. The Chairman of the Panel, Mr. Kinzie, has since learned that the National War Labor Board has an established policy for retroactive dates.

In a letter dated August 16, 1943 over the signature of Lloyd K. Garrison, the policy is set out as follows: "The National Board has developed a policy from which it now rarely deviates in setting the date on which wage increases take effect. This policy, which it expects its agencies to follow is:

"(1) To use the date agreed upon by the parties or fixed by the contract, or, in the absence of such agreement, the date of the expiration of a previous agreement governing the same bargaining unit."

D. Recommendation

It is, therefore, the recommendation of the Panel:

1. That where a job has been historically a man's job and where women have replaced men, no rate differential should be established because of this change, unless it is clearly shown that the change from male to female labor has resulted in less production per employee;

2. That any dispute arising as to the question of quantity, quality, or comparability of production shall be adjusted by Article V (Grievance Procedure) of the agreement entered into by and between Noblitt-Sparks Industries, Inc., and Local Union #97 U.A.W.-C.I.O., on September 5, 1942. In the event that the grievance cannot be adjusted by Article V, then the matter is to be referred to the National War Labor Board;

3. That in keeping with the National Board's well-settled policy, the effective date of "Female rates with retroactive date" should be as of the date the contract between the parties expired; viz., September 5, 1943.

The Industry Member, Mr. Wainwright, dissents as to the effective date of the equal pay being made retroactive to September 5, 1943.

II. Vacation in Lieu of Present Bonus

A. Union's Position

1. That the Company since 1939 has given a voluntary Christmas bonus to eligible employees, amounting to one (1) forty-hour week's pay at the regular hourly base rate;

2. That the Union wishes to exchange this Christmas bonus for a vacation with pay;

3. That it is more satisfactory to have a binding vacation with pay than a bonus which is voluntary;

4. That a vacation with pay provides a yearly rest period.

B. Company's Position

1. That it prefers the Christmas bonus, since it rests on the sensible basis of payment when the Company has money enough to pay it;

2. That voluntary lay-offs through the working year provide adequate rest periods for the employees;

3. That it inaugurates a precedent which might commit the plant to a policy it cannot financially support, since there is no discretion left to the Company to eliminate it.

C. Discussion

Mr. Wilde for the Company was anxious to dispel any opinion of niggardliness on its part, pointing out that the Company had the welfare of its employees at heart. In support of this, he stated that the Company has for some years provided eligible employees with life, health and accident insurance without a penny of cost to the employees. The Company feels that singling it out for "a vacation with pay" burdens it to the exclusion of other plants in the same industrial area and is unfair. Why should Noblitt-Sparks be picked out to initiate innovations in this industrial area?

Mr. Bartee, speaking for the Union, stressed in his argument that vacations with pay are just another of the conditions which labor has sought for through the years, and that it is only now being belatedly realized. He said that industry in general has conceded that vacations with pay, pay dividends to

the factories that have installed them; that they make for good will, build morale, and have a savory reaction physically and psychologically. Mr. Bartee cited instances throughout the state of Indiana and the nation where vacations with pay are expected as a matter of course in the employer-employee relationship, and that the War has only accelerated the acceptance of this position by employers generally. The Union wanted the Company to adopt Article VII of the Agreement between the Marmon-Herrington Co., Inc., and its employees. This plan is set up in said agreement as follows:

"ARTICLE VII -- VACATIONS

"Section 1. Eligibility — All employees who, as of June 30 have completed one (1) or more years of service shall be permitted to take vacations with pay, as shown in the following tabulation:

"1 year	6 days	48 hours' pay
2 years	7 "	56 " "
3 "	8 "	64 " "
4 "	9 "	72 " "
5 "	10 "	80 " "
6 "	11 "	88 " "
7 "	12 "	96 " "

"Section 2. Vacation Pay — Vacation pay shall be the number of hours shown in Section 1 of this Article, times the employee's rate the last week in June of that year.

"Section 3. Short Service Employees — Employees with less than one (1) year's service shall be allowed one (1) day's vacation for each two (2) months' service with pay at June 30 hourly rate and eight (8) hours per day for each day's vacation.

"Section 4. Vacation Season — All vacations shall be taken between July 15th and September 30th of each year and must be arranged for in advance with the foreman."

Mr. Wainwright, of the Panel, said that his company (The Diamond Chain Company) has given vacations with pay for some years, and that it was one of the first to do so in the state of Indiana; that the Company found it a wholesome practice. Mr. Wainwright felt, however, that his own Company's position should not serve as a criterion for industry throughout the state, and was only agreeing to it in this (Noblitt-Sparks) instance because of certain peculiar circumstances; viz., that the Noblitt-Sparks Company had already initiated a policy of Christmas bonus payments, and that the exchange for a vacation with pay would not entail a burdensome hardship.

The Chairman of the Panel learned that it is the National War Labor Board's policy in the absence of any vacation policy to grant one week of vacation with pay for one year's continuous service (citing Summary of Significant Board Actions of November 1, 1943, at Page 3).

D. Recommendation

That it is the unanimous recommendation of the Panel that the employees of Noblitt-Sparks Industries, Inc., have inserted in their contract with the Company the following clause:

'All employees, who as of January 1, 1944 have completed one or more years of service, shall be permitted to take vacations with pay as follows:

"One year	--	6 working days	-- 40 hours' pay
Six years	--	12 working days	-- 80 hours' pay"

As to the payment of a Christmas bonus, the Panel recommends that the payment of it remain within the discretion of the Company.

III. Overtime for 6th Consecutive Day as Such

A. Union's Position

1. That all hours of work on the sixth day of work in a regularly scheduled

work-week shall be paid at the rate of time and one-half;

2. That no particular number of hours be worked in a day to be regarded as a day's work for the purpose of computing the sixth day of work in a work-week;

3. That full days of absence, because of designated holidays, lack of work, injury in the plant, ordered appearance by a Draft Board, service on a Government Board, and the absence of union officers and stewards on union business shall be counted as a day's work for the purpose of computing the sixth day of work in a work-week.

B. Company's Position

1. That eight (8) hours constitutes a work day and forty hours a work-week, and that all hours of work in excess eight (8) hours in one day, or forty (40) hours in any one work-week, shall be paid for at time and one-half.

C. Discussion

Mr. Wilde argued that the Company was firmly opposed to the proposition that time and one-half should be paid for the sixth consecutive day as such. He contended that such a policy was an open incentive for absenteeism and permanent in its effect and that General Order #9240 does not contemplate that any industry must accept this. He further contended that General Order #9240 is proper if it becomes part of the contract between the parties but since in this instance it was not part of the contract, the Company was not bound as if it were mandatory in its nature.

The Union's position was that U.A.W.-C.I.O. was one of the first organizations to discontinue the practice of demanding time and one-half for work on Saturday as such. This was done for the purpose of speeding up war production by encouraging the workers to put in a full week and not be absent from work for personal reasons; but the Union believes that lost time because of a designated holiday when the Company chooses not to work, lack of work, injury in the plant, ordered appearance by Draft Board, and the absence of Union Officers and Stewards all should be computed as time worked for the purpose of overtime on the sixth consecutive day worked, as these reasons for absence are not of the worker's own volition. Mr. Bartee also stated that an overwhelming majority of the contracts between employer and employee contain clauses similar to the one the Union is contending for.

This third issue was the one on which the Panel split. An effort was made to reach unanimity. The Union made the following concessions; to wit: (1) That they would not insist that time consumed on union business; (2) Draft Board call; (3) Injury in plant; and (4) Service on the Government Board; should count as the sixth work-day. But the Union did insist that all regular legal holidays and work stoppage called by the Company should be counted in computing the sixth consecutive work-day as such.

Mr. Wainwright, representing Industry, would not concede that time taken out by regular holidays or work stoppages called by the Company should be counted in figuring the sixth consecutive work-day as such.

D. Recommendation

The Panel, by a vote of two to one, agreed that the following clause should be inserted in the contract for the Company. That all hours worked on the sixth day worked in a regularly scheduled week, shall be paid at the rate of time and one-half. This does not require that any particular number of hours be worked in a day for that day to be regarded as a day worked for the purpose of computing the sixth day of work in the work-week. Full days of absence, because of designated legal holiday, or a lack of work, shall be counted as a day worked for the purpose of computing the sixth day of work in the regular week.

Respectfully submitted,

/s/ Raymond A. Zinzie
Public Member

/s/ Guy A. Wainwright
Industry Member
(Dissenting as noted herein.
Dissent attached.)

/s/ A. C. Skinner
Labor Member

DISSENTING OPINION OF INDUSTRY MEMBER

Issue I. RETROACTIVE DATE

I dissent from the recommendation that the female rate recommendation be made retroactive to September 5, 1943.

The majority of the Panel agreed at the time of its meeting that this provision be made effective only after the Board ordered it but subsequent to the Panel meeting, the Panel Chairman reported that he was instructed by a member of the Sixth Regional War Labor Board staff that retroactivity was made compulsory by reason of the Board's general policy, and that the report must include such provision.

The reasons which caused the Panel to decide originally against retroactivity and the grounds upon which I now dissent from the panel report are as follow:

(1) It would be impossible for the Company at this late date to determine accurately the character of work performed by each of its female employees during each day of this long retroactive period.

(2) This recommendation will cause a complete change of policy as to female rates following, as it does, a contract in which a definite differential between male and female rates had been agreed upon between the Union and the Company and had been in effect for a long period of time. The Board order covering this situation does not, therefore, constitute a simple wage increase to which any Board policy, uniformly applying retroactivity, could apply. It is a subject not covered by any announced policy of the Board.

(3) It is improper to require the Company to comply with such an order when records essential to compliance are not ordinarily kept, and when the Company could have had no knowledge that such records were going to be necessary.

The recommendation as to female rates should be made effective only after the definitive Board order covering them has been issued.

Issue III. OVERTIME FOR SIXTH CONSECUTIVE DAY

I dissent from the panel report recommendation. Overtime for the sixth consecutive day should not be ordered for the following reasons:

(1) Such a provision is unusual and quite rare in union contracts throughout the country and throughout the industry of which the Company is a part. Its rarity is indicated by a report to the Panel of an investigation made, at the request of the Panel Consultant, by the Company which was not challenged by the Union and which disclosed that only 18 employers in the Company's Manpower Area had such a provision in their labor contracts and that 77 companies did not have such a provision.

(2) Overtime pay for the sixth day is an uneconomical and indefensible policy. There is sound reason for overtime pay for the seventh consecutive day, as it encourages the employer to arrange for the very essential day of rest each week and compensates the unfortunate employee who has not had such a day of rest. Furthermore, the long work-week is adequately discouraged by payment of penalty overtime for work in excess of 40 hours in one week. Therefore, there remains nothing for the provision which is under consideration to accomplish except to award overtime pay for time not worked. Pay for time not worked or work not done should certainly not be imposed upon an employer by a government agency. If, through negotiation, the Union and the Company should agree that payment should be made for time not worked, it should be done directly by providing for pay upon holidays or during the employees' absence from work and not by the indirect and devious method which the panel recommendation proposes. It is absurd to order that because an employee is absent for some specified reason on Tuesday he shall have some additional pay for his work on the following Saturday.

(3) The effect of the last sentence of the recommendation is particularly objectionable. It provides that "Full days of absence, because of designated legal holidays, or lack of work, shall be counted as a day worked for the purpose of computing the sixth day of work in the regular week." This means that if at sometime the work-week is necessarily shortened due to lack of work or scarcity of material, and the plant is closed for several days during the early part

of the week, each employee would receive overtime pay for any work he did on Saturday. It is certainly not the policy of the War Labor Board to impose "featherbedding" practices upon the employer.

Respectfully submitted,

/s/ Guy A. Wainwright
Industry Member

Copy sent to Miss Ruth Lemmon, Indianapolis

UNITED STATES OF AMERICA

Before the

NATIONAL WAR LABOR BOARD
Region VI

VICTORY ORDNANCE CORPORATION (Peru, ~~Indiana~~ Indiana)	:	
and	:	Case No. 111-4802-D
LOCAL #586, INTERNATIONAL BROTHERHOOD OF FIREMEN, OILERS, HELPERS, ROUNDHOUSE AND RAILWAY SHOP LABORERS, AFL; LOCAL #759, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, AFL; LOCAL #1435, INTERNATIONAL HODCARRIERS, BUILDING AND COMMON LABORERS UNION OF AMERICA, AFL; LOCAL #932, UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, AFL; FEDERAL LABOR UNION #23450, AFL.	:	AUG 23 1944

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby approves the parties' agreement with respect to one week's vacation with pay, and orders that:

1. Whenever a female employee is assigned to or is engaged in a job which is specifically designated in the agreement between the parties as a male job, she shall receive the male rate of pay.

2. Retroactive to November 3, 1943 there shall be instituted a general increase of five (5¢) cents per hour to all employees except those employees who are affiliated with the United Brotherhood of Carpenters and Joiners of America, Local No. 932, AFL.

3. Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the armed forces of the United States, either before or within sixty days after, the mailing of the joint letter.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board through the Sixth Regional Board, in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree. Notwithstanding any other provisions of this paragraph, that part of a Directive Order of the Regional Board which continues in effect the terms and conditions of a prior contract which has expired or has been otherwise terminated shall not be suspended or stayed by the filing of a petition for review but shall be effective according to its terms unless and until the Board upon consideration of a petition for review otherwise directs.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V) and in the event a petition is filed with the National War Labor Board through the Sixth Regional Board seeking review of portions of this Order, either party may request the National War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, the provisions of this Directive Order which are made the basis for the application shall in any event become effective only upon determination by the Office of Price Administration that the cost increases ordered will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY (dissenting with respect to wage increase and retroactivity)	FOR LABOR
/s/ John Day Larkin	/s/ C. B. Baldwin	/s/ George S. Nordstrom
/s/ Horace M. Gray	/s/ Howard D. Grant	/s/ Rudolph Faupl

UNITED STATES OF AMERICA
Before The
NATIONAL WAR LABOR BOARD
Region VI

In the Matter of

VICTORY ORDNANCE CORPORATION
(Peru, Indiana)

and

INTERNATIONAL BROTHERHOOD OF FIREMEN, OILERS, HELPERS, ROUNDHOUSE AND RAILWAY SHOP LABORERS, LOCAL #586, AFL

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN, AND HELPERS OF AMERICA, LOCAL #759, AFL

INTERNATIONAL HODCARRIERS, BUILDING AND COMMON LABORERS UNION OF AMERICA, LOCAL #1435, AFL

UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL #932.

FEDERAL LABOR UNION #23450, AFL.

June 15, 1944

Case #111-4802-D

REPORT AND RECOMMENDATIONS OF THE PANEL

Description of the Company

The Victory Ordnance Corporation located at Peru, Indiana, is owned by Mr. and Mrs. Ralph F. Logden and is engaged exclusively in the loading of 20 millimeter high-explosive incendiary anti-aircraft shells. The plant's buildings were constructed in 1942, the first shell being made November 21, 1942. By January 15, 1943, the loading of shells was well under way and by April 15 the plant was in full production. The plant operates under a contract with the Navy Department Bureau of Ordnance and will complete its second contract in June.

Employees in the plant are residents of Peru, Logansport, Akron, Rochester, Royal Center and Mexico, all of Indiana. Therefore, they come from a radius of 30 miles to their work at Peru. The Corporation employs 300 women and 250 men. Of the women about 275 are engaged in actual production. The remainder are doing office work largely. Of the men about 190 are doing production work. The other 60 act as guards.

The Victory Ordnance Corporation operates on the basis of a profit and loss contract in contrast to the cost-plus contract effective in certain other war industries.

Description of the Union

After an election which was held August 10, 1943, the Unions in the present case were certified by the National Labor Relations Board as exclusive bargaining agents for the various groups of workers. The Unions include:

Federal Labor Union, #23450, AFL.

Local #586, International Brotherhood of Firemen and Oilers, AFL.

Local #759, International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers, AFL.

Local #1435, International Hodcarriers, Building and Common Laborers Union, AFL.

Local #932, United Brotherhood of Carpenters and Joiners, AFL.

On August 25, 1943 negotiations began between the Unions and the Corporation, but no contract was signed. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers on September 17, 1943, received a letter from the Corporation assenting to certain portions of a tentative contract which it had transmitted for the Corporation's consideration, but certain qualifications were stated by the latter as preventing the contract's full acceptance. The Federal Labor Union, certified as indicated above, has been unable to complete its negotiations and to secure a signed contract. The International Hodcarriers, Building and Common Laborers Union made proposals to the Corporation and on September 17, 1943, received certain counter-proposals, the principal point of disagreement being the matter of wages.

History of the Dispute

In the Unions' attempts to enter into a collective bargaining contract with the Corporation certain matters received agreement from the respective parties. However, the Corporation expressed its unwillingness to sign a complete contract in spite of an exchange of proposals and counter-proposals and a series of conferences. On August 25, 1943, the services of Commissioner Pilkington of the United States Department of Labor were secured and a meeting was held. At this meeting some of the issues were eliminated by mutual agreement and those which remained included the question of wages and vacations. The issues upon which no agreement was reached in spite of intervention of the Conciliation Service were finally referred to the Department of Labor and the case was certified to the Regional War Labor Board on November 4, 1943.

The Issues

At the beginning of the hearing the several unions involved in the dispute with the Victory Ordnance Corporation outlined the issues as follows:

I. Federal Labor Union
   a. Wages
   b. Vacation
   c. Closed Shop and Check-Off
   d. Equal Pay for Men and Women

II. International Hodcarriers, Building and Common Laborers Union
   a. Vacation
   b. Wages

III. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers
   a. Wages
   b. Retroactivity

IV. International Brotherhood of Firemen and Oilers
   a. Wages
   b. Vacation
   c. Closed Shop and Check-Off

V. United Brotherhood of Carpenters and Joiners
   a. Vacation

In the discussion of the nature of the issues it was possible for the Panel to secure the removal, by consent, of the closed shop and check-off, which was listed for the Federal Labor Union and the International Brotherhood of Firemen and Oilers. Furthermore, the influence of the Panel was successful in securing the removal of the issue regarding vacations. During the hearing the Corporation accepted the Unions' vacation proposal, and thus made it possible to delete it from

the hearing. Accordingly, the issues actually before the Panel were reduced as follows:

I. Federal Labor Union

a. Wages

b. Equal Pay for Men and Women

II. International Hodcarriers, Building and Common Laborers Union

a. Wages

III. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers

a. Wages

b. Retroactivity

IV. International Brotherhood of Firemen and Oilers

a. Wages

V. United Brotherhood of Carpenters and Joiners

No issue remaining.

The Panel heard discussion of the vacation matter and listened to the union statement of the history of this particular dispute. A detailed report of this discussion, however, is irrelevant in the light of the withdrawal of this issue from the Panel's consideration.

The United Brotherhood of Carpenters and Joiners and the Corporation have settled their difficulties and have agreed upon the wage scale and job classifications which were in effect prior to the Wage Stabilization Act. This agreement is attested by the brief filed by the above Union, which includes a letter from the Victory Ordnance Corporation dated September 17, 1943.

The demands of the several Unions will be consolidated and presented according to the following list of issues:

I. Wages

II. Equal Pay for Men and Women

III. Vacations

IV. Retroactive Date

I. Wages:

A. Union Demand

(See Page Four for Table)

Job Classification	Present Rates	National Fireworks Rates	Kingsbury Ordnance Rates
Tetryl mixer and blender - - - - -	.85	.92	.95
Tetryl pellet machine operator -	.75	----	.90
Fuse gage	.75	----	.70
Degreaser	.75	.92	.95
Inspector	.70	.95	.95
Burlet gage	.75	.65	.90
Loading	.75	----	----
Painter	.75	.83	.90
Powder weigher	.70	.58(F)	.75
Crimper	.70	.58(F)	.90
Rework	.70	.83	.90
Fuse line inspector	.70	.62	.75
Laborer	.70	.72	----
Truck driver	.80	.83	.97
Driver's helper	.70	.83	.91
Warehousemen	.70	.83	.91
Mechanic, 1st class	1.00	.96	----
Carpenter	1.35	1.00	----
Carpenter's helper	.80	.83	----
Millwright	----	1.00	----
Millwright's helper	.80	.83	.80 - 1.10
Fireman	1.15	.83 (3d class)	

The Union wishes to receive wage increases which will equalize its rates with those prevailing in the Kingsbury Ordnance Plant, which is located at LaPorte, Indiana, some 40 miles from Peru, Indiana. The amounts in the different classifications requested as increases will evidently vary, as can be seen by a study of the information compiled above.

B. Corporation Proposal

While refusing to accede to the demands of 4 of the Unions, with respect to wages, the Corporation has approved through previous negotiations the increases requested by the United Brotherhood of Carpenters and Joiners.

C. The Union Position

The Union pays a great deal of attention to the wage rates in effect at the Kingsbury Ordnance Plant. In discussing the wage issue which is involved in the present dispute and in the completion of its first contract with the Victory Ordnance, the Union points out that the language of the contemplated contract is the same as that of the Kingsbury Ordnance contract. It believes that the effective rates in the latter plant represent sound and tested rates for the ordnance industry not only in the middle west but also throughout the country.

It points out that the Kingsbury Plant operates on the basis of jobs which are comparable with those in the present plant and that the former plant has received a 10 cents' an hour increase across-the-board. It argues that the Kingsbury

Ordnance Plant is loading shells of various calibers for the Army and by its attractive wage rates pulls workmen from the Peru area, thus actually competing in the same labor market with the Corporation involved in this dispute. Furthermore, it reveals to the Panel that employees in the Victory Ordnance Corporation plant have requested from the Union permission to transfer to the Kingsbury plant at LaPorte, Indiana, in order to take advantage of the higher wage rates there. The Union indicated that it refused to grant such permission. The greater amount of the total increases requested by the Unions in this dispute involves the Federal Labor Union, affiliated with the AFL. However, the other Unions present their wage demands specifically in terms of the going rates in the area for their respective crafts. Various contract rates in and near Peru are listed. These are reported to the Panel in order to show that truck drivers, firemen, oilers and others in similar occupations outside of the Victory Ordnance Plant generally receive rates of pay which are considerably higher.

D. Company Position

The Corporation early in the hearing attempted to make clear that there is no possible basis for comparing the wage rates of the Victory Ordnance Corporation with those of the Kingsbury Ordnance Corporation. It states that its own production work is carried on on a comparatively small scale. Its employees have never totaled more than 600, while the Kingsbury plant at the time its contract was drawn up with the Union employed in excess of 26,000.

Further, the Victory Ordnance Plant loads only one size of shell -- 20 millimeter. Therefore, its operations are necessarily much simpler than those in the other plant. The contract on the basis of which the Kingsbury plant operates is a cost plus contract while the contract governing the Victory Ordnance Corporation operations is a profit and loss contract. That is to say the Kingsbury wages are absorbed in the cost of the ammunition to the government; contrary-wise, in the present Corporation any wage increases must be absorbed by the Corporation. Apropos the increased cost to the Corporation in the loading of shells should the Unions' request for additional wages be granted, the Corporation points out that in a re-negotiation of its contract with the Navy a reduction in the price of its product to the amount of approximately 60 per cent had been effected. This sharp decrease in the amount of its cash rates for loading 20 millimeter shells, it insists, makes it a financial impossibility to undertake the payment of the additional wages to its workers.

The people who are employed at the Victory Ordnance Corporation plant are largely men and women who have never before been employed in industry. They are farmers, members of farmer families, and housewives who felt impelled to engage in war work while they had male relatives in the armed forces. On the other hand, the employees at the Kingsbury plant come from industrial sections of Indiana and Illinois, such as Gary and Hammond. Since they come from considerable distances, they require compensation for the additional expenses involved in working at the Kingsbury Plant. Therefore, the rates in this plant were set deliberately at a higher level than those in other areas.

In response to an inquiry from the Panel Chairman at the hearing as to the method of computing the wage scale for the Victory Ordnance Corporation, the General Manager, Mr. Barron McNulty, communicated the following information: In August 1942 when it became apparent that the plant would get into operation in a few months, Mr. McNulty studied the problem of a reasonable wage schedule. He made use of his previous extensive experience in the explosive industry. He made personal visits to plants which were engaged in loading 20 millimeter shells. He also made a study of the local wages in Peru and vicinity. In determining the wage rates for the workers upon the production line actually engaged in loading and assembling the fuses and in producing the complete shell, he differentiated in rates between the various jobs according to his estimate as to their relative importance. In arriving at a rate for the crafts he set up the wage rates prevailing in the area, regarding these as appropriate for craft workers. In actually computing the rates on the basis of those in the area and in other 20 millimeter shell loading plants, he weighted the local rates in Peru at approximately 30 per cent and the rates of the eleven 20 millimeter plants at 70 per cent.

The Corporation states that the Panel's wage decision is based upon the problem of determining a suitable yardstick. The Corporation constructed its own yardstick according to the method outlined above and the Panel will be required to choose or construct a yardstick of its own. In so doing it is urged by the Corporation to take into account that the work of the Victory Ordnance Corporation is not highly specialized nor is it unusually hazardous. In the eleven plants

listed by the Corporation as engaged in doing identical work, that is, in loading 20 millimeter shells), casualties are very few since the use of tetryl reduces the amount of danger, and care in the construction of the buildings and safeguards for the protection of the worker further decreases the hazard. In comparison to the Kingsbury Plant, this use of tetryl instead of TNT to which the worker is exposed in that plant, is cited by the Corporation as making all the more distinct the difference between the two plants.

In regard to the workers who are not actually engaged in loading shells but who are involved in doing maintenance work, the Corporation points out that there are no licensed firemen in the plant, and at Kokomo and Logansport, Indiana, firemen receive a maximum of 85 cents per hour, and in Peru the rate of 72 cents is in effect. The Corporation states that practically all the power generated is used for heating the buildings which are widely scattered over an area of 680 acres. A pressure of 60 pounds must therefore be maintained in the boilers in order to distribute the steam to all extremities of the area.

Relative to the truckers employed by it, the Corporation argues that in its own plant these workers do nothing else except driving trucks. The trucker's rates for the Bunker Hill Air Base were cited by the Union as being 88 to 94 cents for helpers. This may be explained by the fact that there the drivers do other types of work when not driving.

Discussion

The Panel takes note of the crucial character of the work being done in the various ordnance plants throughout the country. It recognizes the extreme importance to the war effort of maintaining in such plants harmonious labor relations and continuous production. It has discovered in its study of the evidence presented at the hearing and other material submitted to it by the parties in writing that solution of the wage problem in this ordnance plant cannot be achieved by confining attention to the area. The wage rates paid by the Victory Ordnance Corporation are readily comparable with but very few other war industries in this particular part of Indiana in which Peru is located.

It is obvious that the Union has cited the example of the Kingsbury Plant in seeking support for its wage demands since this is the only plant which seems at all comparable both as to production and to the character of the job operations. The Panel might ignore the principle of comparability and attempt to arrive at a decision by devoting its attention to the wage rates in various types of industry in the vicinity of Peru, but this approach presents difficulties although it might be workable for the craft unions.

The Corporation spokesman, as stated above, did make use of the prevailing rates in the area in setting up wage schedules for carpenters, maintenance men, fireman and truck drivers. The formula could readily be reapplied in the light of any possible increases received by the craft unions in the area since the time for the establishment of the rates in the present plant, which was August 1942. But a large proportion of the workers in the present dispute are not affiliated with the craft unions and are doing work which is peculiar to the loading of 20 millimeter anti-aircraft shells.

It becomes mandatory therefore, it appears to the Panel, to take into account industry-wide wage rates. This means that it is obligated to consider the rates of pay in all of the existing 20 millimeter shell loading plants throughout the country. However, such an approach need not completely eliminate a regard for area practice.

While the workers in the Victory Ordnance plant are drawn largely from the local community and are therefore affected by economic conditions prevailing in the community, they are likewise engaged in extremely important manufacturing processes which involve the welfare of the entire nation. It is evident to the Panel that no just solution of the problem can be made unless two factors are taken into consideration: First, the prevailing rates in the total industry, and secondly, the prevailing rates in the local community, which might also involve an examination of rates such as those in the Kingsbury Plant, although it is about 40 miles distant from Peru. The Panel is therefore approaching the wage problem by means of a complex wage formula which seeks to embrace both the contention of the Corporation that 20 millimeter plants, no matter where located, should be used, and the argument of the Unions that area practices should receive attention.

In light of this approach, it seems feasible to identify the rates and increases which may have been granted since August 1942, in the 20 millimeter plants, and with less emphasis on the rates and increases over the same period of time in the Kingsbury plant, as well as any ascertainable increases which may have been granted by the War Labor Board or by employers in Peru and the immediate vicinity.

The Panel pays attention to the Corporation's argument that in March of this year the Corporation by the re-negotiation of its contract was compelled to face a sharp reduction in its income from the government. It also gives heed to the consistent argument of the Corporation that the Kingsbury Plant is not comparable to its own. In this particular point the Panel, however, does not believe that the rates in the Kingsbury Plant should be neglected entirely in its determination of the present wage dispute. There is some reason for believing that LaPorte, Indiana, is actually a part of the labor market area which includes Peru, Indiana, in a day of rapid automobile transportation upon paved highways. The movement of workers from their homes to their job is common and simple. The Corporation itself has stated that Kingsbury employees come from such communities as Gary and Hammond, either commuting or establishing their families in trailer camps in LaPorte. The Union has stated that workers in the Victory Ordnance Corporation are attracted to the Kingsbury Plant. Evidently distance from their homes to this plant would not be sufficient to deter them. On the other hand, the Panel cannot ignore the obvious differences which exist between these two plants. The difference in the number of employees, in the character of the contract, in the type of worker utilized, and in the actual management in each instance is impressive.

As to the last point concerning management, the Panel has ascertained that the Kingsbury Ordnance Corperation is under the control of a Commanding Officer of the Army, whereas in the Victory Ordnance Corporation both control and management are in the hands of civilians, Mr. and Mrs. Ralph F. Longden, owners, and Mr. Barron McNulty, Vice President and Plant Manager. Likewise, the existing rates in the two corporations were established differently according to the limited information made available to the Panel, particularly with regard to the Kingsbury Orinance Corporation.

By way of explanation of the Victory Ordnance Corporation wage rates, it should be stated that there is in existence a different al for women which is uniformly 10 cents in the various classifications. There is also a starting rate effective for both male and female employees for the first 30 days. This rate is 10 cents lower than the regular rate for the job. The 30-day period is considered to be a probationary training period, after which the new worker is regarded as competent to do his job efficiently.

Another factor in the wage structure of the plant is the payment of a 5-cent differential per hour to all employees while working with tetryl. This differential obtains when an employee has transferred from a job not involving tetryl to one that does. Furthermore, the Corporation pays a shift differential of 5 cents per hour to employees working in the first and third shifts. The first shift includes the hours from 1:00 A. M. to 8:00 A. M., and the third shift, the hours from 4:30 P. M. to 1:00 A. M. This differential became effective as of April 12, 1943.

To provide the Board with as complete a record of the Corporation wage history as possible, the Panel wishes to identify the average earnings of the workers in the plant for January 11 to 18, 1943, and for the payroll period ending November 21, 1943. The average earnings per hour for the first period, combining male and female earnings, is $.68728 the average earnings per hour for the second period, again combining male and female earnings, is $.69552. Simple subtraction identifies the average increase for the time elapsing between these two periods, namely $.0083. As can be seen, the increase is barely appreciable.

Further, for the record, the Panel points out that since the Corporation did not get into full production until January 15, 1943, there is no possibility of applying the Little Steel Formula. It must approach the problem from the angle of inter-plant inequities or possibly from the angle of a successful prosecution of the war.

In an attempt to discover the nature of the increases granted in other plants which are engaged in loading 20 millimeter anti-aircraft high-explosive shells, the Panel solicited the National Fireworks Corporation for information as to wage rates in existence in August 1942, the amounts of general increases if any, and the present wage schedule. This information was received in a letter from the Corporation, dated April 24, 1944. After listing the present rates, the representative of the National Fireworks Corporation made the following statement in his letter: "The foregoing are based on the rates prevailing at West Hanover

on August 1, 1942, since which time no general increase has been granted."

Any hope of awarding the Unions in the present case an increase upon the basis of increases granted in the 20 millimeter shell loading plants operated by the National Fireworks Corporation is therefore unfounded.

In regard to the Kingsbury Ordnance Plant, however, the situation is different. The Commanding Officer of the Kingsbury Plant located at LaPorte, Indiana, has made available to the Panel wage data with respect to the schedule in effect as of August 1942, the present rates, the amount of general increases received by the workers, and the number of employees in each classification. From these data it can be determined that increases averaging approximately 10 cents have been allowed since August 1942, the date when the Victory Ordnance rates were constructed. If the Kingsbury rates are to be given any weight in the present dispute, this average of 10 cents per hour increase has some significance.

Furthermore, the increases given by various industries in Peru, Indiana, which is only 7 miles from the site of the Victory Ordnance Corporation were given consideration. A list of companies together with the amount of the increase given by each is herewith included. These are companies engaged in manufacturing processes and employing nine or more workers. They have presented voluntary petitions to the War Labor Board or otherwise engaged in legitimate procedures for the approval of increases in their wage rates.

NAME OF FIRM	CASE NO.	EFFECTIVE DATE	NO. EMPLOYEES	NO. INVOLVED	AMOUNT APPROVED	PRODUCTS
Square D Co.	6-27,749	8-1-43	265	265	5¢	metal stamp-sub assem.
Wm. T. Wallace Mfg.	6-6,515	2-11-43	60	60	4 to 20¢	crystal mfg.
Lee Furn. Mfg. Co.	6-10,480	4-26-43	215	7	5¢	furniture
Wm. T. Wallace Mfg.	6-12,598	7-9-43	66	66	10¢	crystal mfg.
McLaughlin Mfg. Co.	6-13,665	6-28-43	88	86	5¢	men's underwear
Stand.Cabinet Mfg.	6-14,469	6-27-43	17	13	3 to 8¢	cabinet work
Hausske-Harlan Mfg. Co.	6-15,045	8-23-43	65	43	6.2¢	ammunition boxes for ordnance plants
Lee Furn. Mfg. Co.	6-23,258	10-25-43	186	5	5¢	furniture
H. A.Thrush & Co.	6-21,433	9-27-43	44	44	5¢	mach. bomb parts, tank & truck parts
John W. Riggle	6-12,781	7-8-43	15	15	10¢	mach. gun turrets
Triples Heating Spec.Co.	6-22,046	10-25-43	2	10	35¢	air carbureter pts.
Trip. Heat.	6-6089	6-21-43	105	105	approx 15¢	air carbureter pts.
Peru Fdry.	6-18,081		190	190	denial	gray iron castings

It can be determined from this list that 1,328 employees working in the industries which it identifies received an average increase of approximately 5 cents per hour. This supports the Panel's decision to recommend an increase of that amount because it represents the actual increases awardedin a sizeable proportion of Peru Industries in the local area which includes the Victory Ordnance Plant and because it also represents approximately one-half of the increase received by the workers of the Kingsbury Ordnance Plant. In support, the Panel states certain relevant stabilized rates for parts of the state of Indiana. For example, the common laborer rate at the end of 3 months for some 14 Indiana communities including Kokomo, Lafayette, Logansport, and Marion ranges from 60 to 75 cents.

It is also noteworthy that the stabilized rate for Class C bench assembly in the metal working industry in the Kokomo and Marion area is 65 cents and that the Class A rate for this job is 85 cents. Further, the stabilized rate in Lafayette and Logansport, Indiana metal working industries for Class C bench assemblers is 65 cents while the Class A rate is 86 cents. These rates, particularly the one which relates to common labor seem to indicate that the Panel's recommendation of a 5 cents' increase is not out of line.

The Panel believes that both the Corporation and the Unions have submitted useful arguments in helping it to determine the wage question. The Corporation relied largely upon the wage rates of the nation-wide industry engaged in loading 20 millimeter shells and upon the various types of industry located in the Peru area. The Union based its demand upon the rates effective in the Kingsbury Ordnance Plant, which is, roughly, in the Peru area, as well as in the shell loading industry. None of these factors should be disregarded although in practice probably wage decisions depend more upon area than upon industry rates.

The Panel reasons that the 10-cent increase at the Kingsbury Plant has some relationship to this case. This industry is located at La Porte, Indiana, which is only about 40 miles from Peru, and it is engaged in the loading of shells of various calibers, using operations which resemble those in the Victory Ordnance Plant. However, it is not entirely comparable. The factors of size, variation in the type of shell loaded, character of the contract with the government and of the controlling agency are all worthy of note in identifying the differences existing between these two plants. Yet, when the increase given at the Kingsbury Plant is compared with increases granted in a significant number of Peru industries, the solution of the wage problem becomes clearer. Only that part of the Kingsbury wage increase which is paralleled by the Peru industries for which information is available, will be recognized. As the Peru increases since August 1942 average 5 cents per hour, this figure will be accepted by the Panel as reasonable and in line with the wage stabilization policy of the War Labor Board. It has merit also because it attempts to do justice to the contentions of both parties.

The Panel will therefore recommend an across-the-board increase of 5 cents for all employees involved in this dispute.

II. Equal Pay for Women

A. Union Demand

The Federal Labor Union representing the production workers in this dispute insists that the principle of equal pay for men and women be made effective by the equalization of rates.

B. Corporation Position

The Victory Ordnance Corporation insists that such a demand is irrelevant since no women are actually doing men's work. In fact, a considerable number of men are doing women's work because of the depletion of the female labor market. These men are largely older men or are physically handicapped. If the Union persists in this demand, the Corporation states it will feel obligated "to file a counterproporal requesting equal pay for men doing women's work, which would amount to a reduction of male rates to the level of female rates."

C. Discussion

To settle this matter, the Panel was convinced that the parties should endeavor to determine by negotiation the identity of the jobs which could be called male jobs. It was evident to the Panel because of the developments at the hearing that the question of intra-plant inequities rather than that of equal pay for women was really at stake, and that a determination of the specific jobs which could be classified as male jobs would help in the removal of such inequity.

Consequently, after the hearing, union and corporation representatives went through the plant, studied the job operations and arrived at a decision. In a signed agreement the parties communicated their decision to the Panel Chairman. In the light of this agreement the Panel will recommend that a woman assigned to work designated by the aforementioned agreement as a male job shall receive the same pay as men on that job. A list of the so-called male jobs as recognized in the agreement between the parties is included below:

1. Consolidation Department

   a. Degreasing machine operator in the degreasing room

   b. Tray handlers in the press room

   c. Brusher and blower operators in the fuser room

   d. Fuse tighteners in the fuse room

2. Final Assembly Department

   a. Wire stapler and stencil machine operator, as well as packers in the packing room

   b. Paint mixer in the paint room

   c. All tray handlers in the Final Assembly Department

3. Pelleting and Blending Department

   a. All operators now working in this department such as tetryl and incendiary blenders and pellet press operators

4. Inert Storage Department

   a. All handlers of material moving to and from the stockpile.

III. Vacations

Discussion

Although the Corporation at the hearing granted the vacation provision requested by the Unions, this provision requires Board approval and will be included in the Panel's Recommendations summarized below. It should be stated here that in an Order of Approval dated October 20, 1943, the Regional War Labor Board approved a vacation application submitted by the Corporation with the proviso that such approval not be considered as a precedent. The parties' approval of the vacation plan presented to this Panel is indicated in a letter dated April 12, 1944, and signed by Barron L. McNulty for the Corporation and Edward L. Mosher of the Union.

The agreement in this communication stipulates that all employees who have worked a minimum of 48 consecutive weeks shall receive one week's vacation with pay upon the basis of the employee's straight-time weekly earnings. Excused absences are not to be deducted from the minimum continuous employment period. The employee may take his vacation at any time he chooses during the year. The Panel will recommend that this vacation plan agreed upon by the parties at the hearing be approved by the Board.

IV. Retroactive Date

A. Union Position

The Union insists that retroactivity for any wage increase be from September 8, 1943, the date when negotiations began.

B. Corporation Position

The Corporation states it is not agreeable to suggesting a retroactive date since retroactivity would require re-negotiation of its contract with the Navy Bureau of Ordnance.

C. Discussion

The Union has placed its wage dispute in the hands of the War Labor Board for peaceful settlement. The time spent in processing the dispute should not occasion a monetary loss for the workers in this plant. In accordance with Board policy which makes wage adjustments retroactive to the certification date in the absence of an agreement between the parties on the expiration date of a previous contract, the Panel will recommend accordingly that November 4, 1943, be set as the retroactive date. This is the date the dispute was certified by the Department of Labor to the War Labor Board.

Summary of Recommendations

The Panel recommends that the Regional War Labor Board in its Directive Order require the parties to be governed by the following terms and conditions of employment:

I. An across-the-board increase in wages of 5 cents per hour shall be awarded to workers involved in this dispute except those employees who are affiliated with the United Brotherhood of Carpenters and Joiners, Local #932, AFL.

II. Whenever a female employee is assigned to or is engaged in a job which is specifically designated in the agreement between the parties as a male job, she shall receive the male rate of pay.

III. All employees who have worked a minimum of 48 consecutive weeks including the time spent for excused absences shall receive one week's vacation with pay upon the basis of the employee's straight-time weekly earnings. The vacation date is to be chosen at the option of the employee.

IV. The wage increase ordered by the War Labor Board is to be retroactive from November 4, 1943.

Respectfully submitted,

/s/ Otto J. Beab
Public Member

/s/ B. F. Geyer
Industry Member

/s/ Frank M. Oberg
Labor Member
(See Supplement)

DISSENTING OPINION OF INDUSTRY MEMBER

I have signed three copies of the report on the above subject prepared by Dr. Baab and the collaboration of the National War Labor Board. In signing it, however, I am dissenting particularly from the first provision of the report, i. e., item No. 1 under "Summary of Recommendations," at the bottom of the last page.

I have listened to all of the evidence and argument which have been submitted in this case, and find that there is, in my opinion, no justification whatever for an increase in pay, but even on the argument included in the report there is no substantiation for the 5¢ per hour across-the-board increase. Either there is warrant for a considerably greater increase than that or none. In fact, the rates paid by Victory Ordnance are equal to or in excess of the rates paid in any classification submitted to the Panel except those at the Kingsbury Ordnance Plant, and the Kingsbury Ordnance Plant is not, in my opinion, justifiable or admissible evidence. The rates applying there bear no relationship whatever to production costs, because it is a cost-plus proposition. No one has cared about the rates because no stockholder or individual was or is involved in the results of the operation of that plant. It is primarily an experimental plant operated for the benefit of the United States Government. It is not in the same area as Peru.

To increase the pay of the Victory Ordnance employees will result in my opinion, in throwing the entire Peru wage scale out of adjustment and result in creating more dissatisfaction than it attempts to remedy.

I have the opinion, also, as the result of conversation with Dr. Baab that he and the Labor Member of this Panel were doing their very best to find some excuse for giving an increase in pay and not a reason for it.

My recommendation is that items 2, 3, and 4 remain as submitted in the report; that item 1 be stricken therefrom.

Respectfully submitted,

/s/ B. F. Geyer
Industry Member.

SUPPLEMENT TO LABOR MEMBER'S REPORT AND RECOMMENDATION

I.

The across-the-board increase should not be less than five cents per hour as the wages then paid would still be below going rates for same work in other plants with better transportation facilities. Granted, as the Company brings out, that the men and women have never before worked in any industry but have been impelled to engage in war-work while they had relatives in the armed forces.

There are no provisions for housing near the plant, which is reached only over dirt roads. The labor is drawn from farms over a wide area without any public conveyances. The labor should not be penalized for doing their share in the war effort.

Kingsbury Plant, with much higher rates, draws its labor from Gary and Hammond, 40 to 50 miles away, with public transportation. Kingsbury-Plant has also splendid housing facilities furnished by the Government at low rates.

Thus the Victory Ordnance Corporation must compete with a higher labor market and should, if necessary, be allowed to re-negotiate their contracts.

II, III, & IV.

These conditions I find necessary for a continued cordial relationship between the Company and its Employees to enable them to get the ammunition out to our Army and Navy.

Respectfully submitted,

/s/ F. M. Oberg
Labor Member.